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ABSTRACT

This volume contains comparative data for faculty salaries in public and private colleges and universities based on two surveys of institutions conducted in 1990-91 and 1993-94 respectively. Data in this report are from 306 institutions that provided data for both years. Data are provided for the following disciplines: Geography; Geology; History; Home Economics; Library Science; Mathematics; Multi/Interdisciplinary Studies; Music; Nursing (Registered Nurse Training); Philosophy and Religion; Physical Sciences; Physics; Political Science; Protective Services; Psychology; Reading Teacher Education; Sociology; Special Education; Speech Pathology and Audiology; Teacher Education; and Visual and Performing Arts. In addition to listing the average salaries in the 21 individual academic disciplines/major field for both public and private participating institutions by rank, comparisons are made in each of the disciplines between the two public surveys and the two private surveys for each of the two study years and with the Consumer Price Index of changes in cost-of-living. Appendixes list all disciplines and participating institutions. (JB)

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ED 381 116

SALARY-TREND STUDIES OF FACULTY
FOR THE YEARS 1990-91 AND 1993-94
IN THE FOLLOWING
ACADEMIC DISCIPLINES/MAJOR FIELDS:

Geography; Geology; History, General; Home Economics; Library Science; Mathematics; Multi/Interdisciplinary Studies; Music, General; Nursing (R.N. Training); Philosophy and Religion; Physical Sciences; Physics, General; Political Science, General; Protective Services; Psychology; Reading Teacher Education; Sociology; Special Education, General; Speech Pathology and Audiology; Teacher Education; and, Visual and Performing Arts

by

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Foreword

Since 1982-83 the College and University Personnel Association (CUPA) in Washington, DC, in cooperation with Appalachian State University in Boone, NC, have conducted annual national faculty salary surveys by discipline and rank each year through 1992-93. Two separate surveys are conducted each year, one for public senior colleges and universities and the other for private senior colleges and universities.

Salary data from the 1990-91 and 1993-94 surveys were collected and tabulated for full-time teaching faculty in 42 selected academic disciplines/major fields, 21 of which are included herein in alphabetical order. The academic disciplines/major fields were chosen from among those defined by _A Classification of Instructional Programs, 1990_.

Each of the 21 academic disciplines/major fields herein presents a summary of the overall average salary increase in that academic discipline/major field from the "baseline year" of 1990-91 to and including the "trend year" of 1993-94 for both public and private participating institutions. Of the 282 public institutions which participated in CUPA's public survey of 1990-91, 221 also participated in the 1993-94 survey. Data from those same 221 institutions were used in both the baseline year and the trend year. Of the 494 institutions which participated in CUPA's private survey of 1990-91, 306 also participated in the 1993-94 survey. Data from those same 306 institutions were used in both the baseline year and the trend year.

In addition to listing the average salaries in the 21 individual academic disciplines/major fields for both public and private participating institutions by rank, including "new assistant professor," and listing the faculty mix percentage (FAC MIX PCT) and the salary factor, comparisons are made in each of the 21 individual academic disciplines/major fields between the two public surveys and the two private surveys for each of the two study years (1990-91 and 1993-94) and with the CPI (Consumer Price Index) of changes in cost-of-living.

The list of all 42 selected academic disciplines/major fields surveyed is found in Appendix A of each academic discipline/major field article included herein, and the lists of all participating senior colleges and universities are found in Appendixes B (public) and C (private) of each academic discipline/major field article included herein.

SALARY-TREND STUDY OF FACULTY IN GEOGRAPHY FOR THE YEARS 1990-91 and 1993-94

By
Richard D. Howe and Neal G. Lineback

Since 1982-83 the College and University Personnel Association (CUPA) in Washington, D.C., in cooperation with Appalachian State University in Boone, North Carolina, has conducted annual national faculty salary studies by discipline and rank each year through 1993-94. Each year two separate studies are conducted, one for public senior colleges and universities, and the other for private senior colleges and universities.

Salary data for each study were collected and tabulated for full-time teaching faculty in 42 selected academic disciplines including geography. The disciplines were chosen from among those defined by A Classification of Instructional Programs (CIP), 1990. The definition of the discipline/major field of geography in the CIP is as follows:

> An instructional program that describes the systematic study of the spatial distribution and interrelationships of people, natural resources, plant and animal life. Includes instruction in historical and political geography, cultural geography, economic and physical geography, regional science, cartographic methods, remote sensing, spatial analysis, and applications to areas such as land-use planning, development studies, and analyses of specific countries, regions, and resources.*
>
> [*A Classification of Instructional Programs (Washington, D.C.: National Center for Education Statistics, [1990], p. 146--45.0701).]

This article presents a summary of the overall average salary increases in the discipline/major field of geography from the "baseline year" of 1990-91 to and including the "trend year" of 1993-94 for both public and private institutions (Table 1). Of the 282 institutions which participated in CUPA's PUBLIC study of 1990-91, 221 also participated in 1993-94. Data from those same 221 institutions were used in both the baseline year and the trend year. Of the 494 institutions which participated in CUPA's PRIVATE study of 1993-94, 306 also participated in 1993-94. Data from those same 306 institutions were used in both the baseline year and the trend year.

This article lists the average salaries of geography faculty for both public and private participating institutions by rank, including NEW ASST PROF (new assistant professor), the FAC MIX PCT (faculty mix percentage) and the SALARY FACTOR. In addition, comparisons are made with the CPI (Consumer Price Index) of changes in cost-of-living between the two studies for each of the two study years (1990-91 and 1993-94).

The CPI uses a base period of 1982-84 and is based on prices of food, clothing, shelter and fuels, transportation, medical care, entertainment, and other goods and services that people buy for day-to-day living. In examining trends in faculty salary, it is important to consider any changes in the purchasing power of salaries due to inflation. Thus by comparing changes in the faculty salaries with the CPI, a more precise representation of "real" salary increases is yielded.

The salary is based on a nine- or ten-month academic year salary of full-time faculty only. It does not include any faculty members teaching less than 51 percent. Salary for summer academic work, fringe benefits, and perquisites are not included in the salary data. The average salary is based on the study information with the assumption that all employees are full-time. The average salary displayed is an average of all faculty salaries reported for a given rank and discipline.

The "NUM" means the number of faculty members whose salaries were included to compute the average salary.

The "N/IN" means the number of institutions that reported salary data for a

given academic rank and discipline/major field.

The FAC MIX PCT is the percentage of faculty in a given discipline/major field who hold a given academic rank. For example, a FAC MIX PCT factor of 30. for associate professor of geography in the 1990-91 public study means that 30 percent of the faculty in that discipline/major field hold the rank of associate professor.

The SALARY FACTOR for a given rank of a given discipline/major field is the ratio of the average salary to the total average salary of all institutions in each of the four studies: PUBLIC 1993-94, PUBLIC 1993-94, PRIVATE 1993-94 and PRIVATE 1993-94. For example, a SALARY FACTOR of .98 for associate professors in the discipline/major field of geography in the 1993-94 public study means that their average salary is 2 percent lower than the average salary of all associate professors in all institutions in that study.

NEW ASST PROF is the grouping of assistant professors who were hired for the first time in the fall of the study year (1993-94 or 1993-94). All information for this group was included in the ASST PROF group for reporting purposes. This group is used mainly for new hiring information.

ALL MAJOR FIELDS is the entire data base for all 42 disciplines/major fields in each of the four studies. It is used to compare, among other things, the discipline/major field of geography with the entire data base for each study.

Of particular import to the reader is noting the size of the sample on which each percentage or dollar value is based. The smaller the number in the group, the greater the effect of extreme scores on a descriptive statistic such as the average. It should be noted also that any large disparity in the sample sizes between the "baseline year" of 1993-94 and the "trend year" of 1993-94 will lessen the reliability and validity of any conclusions that one might make based on a simple comparison of averages.

	PROF			ASSO PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN
PUBLIC, 1990-91:							DISCIPLINE: GEOGRAPHY MAJOR FIELD: GEOGRAPHY											
AVERAGE SALARY:	40615	260	89	39214	194	82	32287	172	79	30919	32	29	28091	21	15	41191	647	108
FAC MIX PCT:	40.2%			30.0%			26.6%			4.9%			3.2%			100.0%		
SALARY FACTOR:	1.00			0.98			0.96			0.95			1.08			1.03%		
							ALL MAJOR FIELDS											
AVERAGE SALARY:	49382	20535		40201	17323		33479	17898		32406	2968		25977	5278		40089	61034	221
FAC MIX PCT:	33.6%			28.4%			29.3%			4.9%			8.6%			100.0%		
PUBLIC, 1993-94:							DISCIPLINE: GEOGRAPHY MAJOR FIELD: GEOGRAPHY											
AVERAGE SALARY:	53751	280	95	42516	185	81	35435	168	77	34801	31	26	29025	25	23	44977	658	114
FAC MIX PCT:	42.6%			28.1%			25.5%			4.7%			3.8%			100.0%		
SALARY FACTOR:	1.00			0.98			0.98			1.00			1.06			1.03		
							ALL MAJOR FIELDS											
AVERAGE SALARY:	53700	20965		43457	17404		36275	17890		34850	2587		27419	4384		43720	60643	221
FAC MIX PCT:	34.6%			28.7%			29.5%			4.3%			7.2%			100.0%		
PRIVATE, 1990-91:							DISCIPLINE: GEOGRAPHY MAJOR FIELD: GEOGRAPHY											
AVERAGE SALARY:	50005	20	10	36185	9	7	31749	14	7	31000	2	2	29519	2	2	40651	45	16
FAC MIX PCT:	44.4%			20.0%			31.1%			4.4%			4.4%			100.0%		
SALARY FACTOR:	0.98			0.92			0.97			1.00			1.12			1.01		
							ALL MAJOR FIELDS											
AVERAGE SALARY:	51194	10278		39238	9563		32704	9984		30965	1513		26246	1868		40291	31693	306
FAC MIX PCT:	32.4%			30.2%			31.5%			4.8%			5.9%			100.0%		
PRIVATE, 1993-94:							DISCIPLINE: GEOGRAPHY MAJOR FIELD: GEOGRAPHY											
AVERAGE SALARY:	55990	26	11	39123	16	10	35489	20	11	33167	3	3				45024	62	19
FAC MIX PCT:	41.9%			25.8%			32.3%			4.8%						100.0%		
SALARY FACTOR:	0.97			0.89			0.98			0.98						0.99		
							ALL MAJOR FIELDS											
AVERAGE SALARY:	57805	10854		43900	9968		36283	10119		33719	1372		28694	1637		45403	32578	306
FAC MIX PCT:	33.3%			30.6%			31.1%			4.2%			5.0%			100.0%		

RESULTS OF THE TWO PUBLIC STUDIES, 1990-91 and 1993-94

In the PUBLIC 1990-91 salary study in the above table, the reader may note that the discipline/major field of geography was reported in 108 of the 221 public institutions. The average salary of the 647 faculty was $41,191. This average salary was approximately three percent higher than the average salary of $40,089 for all 61,034 faculty in ALL MAJOR FIELDS in the 1990-91 public study.

In the PUBLIC 1993-94 salary study in the above table, the discipline/major field of geography was reported in 114 of the same 221 public institutions. The average salary of the 658 faculty was $44,977. This average salary was approximately three percent higher than the average salary of $43,720 for all 60,643 faculty in ALL MAJOR FIELDS in the 1993-94 public study.

The increase in average salaries for all faculty in the discipline/major field of geography after three years in the public institutions studied was 9.2 percent ($44,977 minus $41,191 equals $3,786). The CPI of increased cost-of--living between October 1990 and October 1993 was 9.1 percent. A more realistic increase, therefore, in the average salaries of geography faculty over the three-year period, is 0.1 percent or 0.03 percent each year above the cost-of-living.

The increase in average salaries for all faculty in ALL MAJOR FIELDS after three years in the public institutions studied was 9.1 percent ($43,720 minus $40,089 equals $3,631). In comparison to the discipline/major field of geography (9.2%), therefore, the faculty in ALL MAJOR FIELDS received a relative annual increase in their salaries of 0.1 percent (9.2% minus 9.1% equals 0.1%) less than faculty in the discipline/major field of geography.

The reader may note that the faculty mix percentage in geography is higher at the professor rank than at the assistant professor rank in the 19903-914 study: 40.2 percent vs. 26.6 percent, and in the 1993-94 study it is 42.6 percent vs. 25.5 percent, respectively. The differences in faculty mix percentage at

the ranks of professor and assistant professor in ALL MAJOR FIELDS for both public studies are as follows: 33.6 percent vs. 29.3 percent (1993-94) and 34.6 percent vs. 29.5 percent (1993-94), respectively.

Finally, the hiring rate of new assistant professors in geography in the public studies was the same as the rate hiring rate of ALL MAJOR FIELDS in 1990-91, 4.9 percent (32/647) vs. 4.9 percent (2,968/61,034), respectively; and higher in 1993-94, 4.7 percent (31/658) vs. 4.3 percent (2,587/60,643), respectively.

RESULTS OF THE TWO PRIVATE STUDIES, 1990-91 and 1993-94

In the PRIVATE 1990-91 salary study in the above table, the reader may note that the discipline/major field of geography was reported in 16 of the 306 private institutions. The average salary of the 45 faculty was $40,651. This average salary was one percent higher than the average salary of $40,291 for all 31,693 faculty in ALL MAJOR FIELDS in the 1990-91 private study.

In the PRIVATE 1993-94 salary study in the above table, the discipline/-major field of geography was reported in 19 of the same 306 private institutions. The average salary of the 62 faculty was $45,024. This average salary was one percent lower than the average salary of $45,403 for all 32,578 faculty in ALL MAJOR FIELDS in the 1993-94 private study.

The increase in average salaries for all faculty in geography after three years in the private institutions studied was 10.8 percent ($45,024 minus $40,651 equals $4,373). The CPI of increased cost-of-living between October 1990 and October 1993 was 9.1 percent. A more realistic increase, therefore,in the average geography faculty salaries over the three-year time period, is 1.7 percent or .57 percent each year above the cost-of-living.

The increase in average salaries for all faculty in ALL MAJOR FIELDS after three years in the private institutions studied was 12.7 percent ($45,403 minus

$40,291 equals $5,112). In comparison to the discipline/major field of geography (10.8), therefore, the faculty in ALL MAJOR FIELDS increased their salaries by 1.9 percent (12.7% minus 10.8 equals 1.9%) more than faculty in geography.

In the discipline/major field of geography, the reader may note that the faculty mix percentage in the 1990-91 study is higher at the professor rank in comparison to the assistant professor rank: 44.4 percent vs. 31.1 percent, and it was also higher in the 1993-94 study: 41.9 percent vs. 32.3 percent, respectively. The differences in the ranks of professor and assistant professor in ALL MAJOR FIELDS for both private studies are as follows: 32.4 percent vs. 31.5 percent (1990-91), and 33.3 percent vs. 31.1 percent (1993-94), respectively.

Finally, the reader may note that the hiring rate of new assistant professors in geography was lower than the hiring rate in ALL MAJOR FIELDS in the 1990-91 private study: 4.4 percent (2/45) vs. 4.8 percent (1,513/31,693), respectively, and higher in the 1993-94 private study: 4.8 percent (3/62) vs. 4.2 percent (1,372/32,578), respectively.

CONCLUDING REMARKS

This article presented salary-trend information on the academic discipline/-major field of geography and compared that information with ALL MAJOR FIELDS and with the CPI over a period of three years from the "baseline year" of 1990-91 through the "trend year" of 1993-94. Two studies, one for public institutions, and the other for private institutions were conducted for the baseline year and for the trend year--a total of four studies. A total of 1,412 (.8%) faculty in the discipline/major field of geography participated and were included in the 42 disciplines/major fields in each of the four studies and in the overall total of 185,948 participating faculty. The same 221 public institutions and the same 306 private institutions in the United States participated in the baseline year and in the trend year.

Although many interpolations and extrapolations of the data may be made, a few of the more important ones are as follows. First, the average faculty salary factors in the discipline/major field of geography in 1990-91 in the public and private studies were three percent and one percent above the average faculty salary factors for all ranks in ALL MAJOR FIELDS (1.00), respectively. The average faculty salary factors for all ranks in geography in 1993-94 in the public and private studies were one percent above and one percent below the average salary factors for all ranks in ALL MAJOR FIELDS (1.00), respectively.

Second, the CPI of October 1993 increased 9.1 percent from the CPI of October 1990, and indicates that the faculty in geography in the public institutions received an average annual salary increase of 0.03 percent above the cost-of-living. In the private institutions the annual average salary increase was 0.57 percent above the cost-of-living.

Third, in the discipline/major field of geography the professor rank FAC MIX PCTs are higher than those in the assistant professor rank in both the 1990-91 and 1993-94 public and private studies.

Finally, the hiring rate of new assistant professors in geography in the 1990-91 and 1993-94 public studies is higher than in ALL MAJOR FIELDS but in the 1990-91 private study the hiring rate is lower than in ALL MAJOR FIELDS. It is higher in the 1993-94 study.

Now that a rather significant data base of average faculty salaries in the individual academic discipline/major field of geography is being developed, it is anticipated that future articles on this subject will become more valuable for interested administrators and professors.

Richard D. Howe is the originator and director of the annual CUPA faculty salary studies. He is a professor of leadership and educational studies at Appalachian State University, Boone, North Carolina. Co-author Neal G. Lineback is chairperson and professor of geography and planning at Appalachian State University and writes a nationally-syndicated weekly newspaper column, "Geography in the News".

APPENDICES:

A - OVERALL LIST OF SELECTED DISCIPLINES, page 11

B - LIST OF PUBLIC Participating Institutions, page 12

C - LIST OF PRIVATE Participating Institutions, page 15

APPENDIX A

OVERALL LIST OF SELECTED DISCIPLINES

ACCOUNTING

ADMINISTRATIVE ASSISTANT/SECRETARIAL SCIENCE, GENERAL

ANTHROPOLOGY

AREA, ETHNIC, AND CULTURAL STUDIES

BIOLOGICAL SCIENCES/LIFE SCIENCES

BUSINESS ADMINISTRATION AND MANAGEMENT, GENERAL

BUSINESS MANAGEMENT AND ADMINISTRATIVE SERVICES

BUSINESS/MANAGERIAL ECONOMICS

BUSINESS MARKETING AMD MARKETING MANAGEMENT

CHEMISTRY, GENERAL

COMMUNICATIONS

COMMUNICATION TECHNOLOGIES

COMPUTER AND INFORMATION SCIENCES

COUNSELOR EDUCATION COUNSELING AND GUIDANCE SERVICES

DRAMA/THEATER ARTS, GENERAL

ECONOMICS, GENERAL

EDUCATION

ENGINEERING

ENGINEERING-RELATED TECHNOLOGIES

ENGLISH LANGUAGE AND LITERATURE/LETTERS

FOREIGN LANGUAGES AND LITERATURES

GEOGRAPHY

GEOLOGY

HISTORY, GENERAL

HOME ECONOMICS

LIBRARY SCIENCE

MATHEMATICS

MULTI/INTERDISCIPLINARY STUDIES

MUSIC, GENERAL

NURSING (R.N. TRAINING)

PHILOSOPHY AND RELIGION

PHYSICAL SCIENCES

PHYSICS, GENERAL

POLITICAL SCIENCE, GENERAL

PROTECTIVE SERVICES

PSYCHOLOGY

READING TEACHER EDUCATION

SOCIOLOGY

SPECIAL EDUCATION, GENERAL

SPEECH-LANGUAGE PATHOLOGY AND AUDIOLOGY

TEACHER EDUCATION

VISUAL AND PERFORMING ARTS

TOTAL: 42

APPENDIX B

CUPA Public Faculty Salary-Trend Studies: 1990-91 and 1993-94

Institutions Participating in Both Studies:

Alabama A&M University (AL)
Angelo State University (TX)
Appalachian State University (NC)
Arkansas State University (AR)
Arkansas Technical University (AR)
Armstrong State College (GA)
Auburn University of Montgomery (AL)
Augusta College (GA)
Austin Peay State University (TN)
Ball State University (IN)
Black Hills State University (SD)
Bluefield State College (WV)
Boise State University (ID)
Bowie State University (MD)
Bridgewater State College (MA)
California State University Sacramento (CA)
California State University Stanislaus (CA)
Castleton State College (VT)
Central Michigan University (MI)
Central Missouri State University (MO)
Christopher Newport University (VA)
Clarion University of Pennsylvania (PA)
Cleveland State University (OH)
Clinch Valley College of the University of Virginia (VA)
College of Staten Island of the City University of New York (NY)
Columbus College (GA)
Dakota State University (SD)
Delta State University (MS)
Dickinson State University (ND)
East Central University (OK)
East Stroudsburg University (PA)
East Tennessee State University (TN)
East Texas State University (TX)
Eastern Connecticut State University (CT)
Eastern Illinois University (IL)
Eastern Kentucky University (KY)
Eastern Michigan University (MI)
Eastern Montana College (MT)
Eastern New Mexico University (NM)
Eastern Oregon State College (OR)
Eastern Washington University (WA)
Edinboro University of Pennsylvania (PA)
Emporia State University (KS)
Fitchburg State College (MA)
Fort Hays State University (KS)
Fort Lewis College (CO)
Framingham State College (MA)
Francis Marion University (SC)
Georgia College (GA)
Georgia Southern University (GA)
Georgia Southwestern College (GA)
Grambling State University (LA)
Grand Valley State University (MI)
Harris-Stowe State College (MO)
Henderson State University (AR)
Illinois State University (IL)
Indiana University of Pennsylvania (PA)
Jacksonville State University (AL)
James Madison University (VA)
Keene State College (NH)
Kennesaw State College (GA)
Kent State University (OH)
Kutztown University of Pennsylvania (PA)
Lake Superior State University (MI)
Lander College (SC)
Livingston University (AL)
Longwood College (VA)
Louisiana State University in Shreveport (LA)
Louisiana Tech University (LA)
Mankato State University (MN)
Marshall University (WV)
Mayville State University (NE)
McNeese State University (LA)
Mesa State College (CO)
Metropolitan State College of Denver (CO)
Middle Tennessee State University (TN)
Millersville University of Pennsylvania (PA)
Minot State University (ND)
Mississippi Valley State University (MS)
Missouri Southern State College (MO)
Missouri Western State College (MO)
Montana College of Mineral Science and Technology (MT)
Montclair State College (NJ)
Moorhead State University (MN)
Morehead State University (KY)
Morgan State University (MD)
Murray State University (KY)
New Mexico Highlands University (NM)
Nicholls State University (LA)
North Adams State College (MA)
North Carolina Agricultural and Technical State University (NC)

Participating Institutions (continued):

Northeast Louisiana University (LA)
Northeast Missouri State University (MO)
Northeastern Illinois University (IL)
Northern Arizona University (AZ)
Northern Illinois University (IL)
Northern Kentucky University (KY)
Northern State University (SD)
Northwest Missouri State University (MO)
Northwestern State University (LA)
Oakland University (MI)
Oklahoma Panhandle State University (OK)
Old dominion University (VA)
Oregon Institute of Technology (OR)
Peru State College (NE)
Pittsburg State University (KS)
Portland State University (OR)
Prairie View A&M University (TX)
Purdue University Calumet (IN)
Ramapo College of New Jersey (NJ)
Rhode Island College (RI)
Saginaw Valley State University (MI)
Salem State College (MA)
Salisbury State University (MD)
San Diego State University (CA)
Sangamon State University (IL)
Shawnee State University (OH)
Shippensburg University of Pennsylvania (PA)
Sonoma State University (CA)
Southeast Missouri State University (MO)
Southwastern Louisiana University (LA)
Southeastern Oklahoma State University (OK)
Southern Arkansas University (AR)
Southern college of Technology (GA)
Southern Connecticut State University (CT)
Southern Illinois University at Edwardsville (IL)
Southwest Missouri State University (MO)
Southwest Texas State University (TX)
St. Claud State University (NM)
State University of New York at Brockport (NY)
State University of New York College at Fredonia (NY)
State University of New York College at Geneseo (NY)
State University of New York College at Oneonta (NY)
State University of New York College at Oswego (NY)
State University of New York College at Plattsburgh (NY)
State University of New York College at Potsdam (NY)
Tarleton State University (TX)
Tennessee Technological University (TN)
Texas A&M University-Corpus Christi TX)
Texas Woman's University (TX)
Towson State University (MD)
Trenton State College (NJ)
University of Akron (OH)
University of Alabama in Huntsville (AL)
University of Alaska Southeast (AK)
University of Arkansas at Little Rock (AR)
University of Central Florida (FL)
University of Central Oklahoma (OK)
University of Colorado at Colorado Springs (CO)
University of Guam (GU)
University of Houston-Clear Lake (TX)
University of Maine at Farmington (ME)
University of Maine at Fort Kent (ME)
University of Maryland Baltimore County (MD)
University of Massachusetts Dartmouth (MA)
University of Massachusetts Lowell (MA)
University of Memphis (TN)
University of Missouri-St. Louis (MO)
University of Montevallo (AL)
University of Nebraska at Kearney (NE)
University of Nebraska at Omaha (NE)
University of North Carolina at Asheville (NC)
University of North Carolina at Charlotte (NC)
University of North Carolina at Greensboro (NC)
University of North Carolina at Wilmington (NC)
University of North Texas (TX)
University of Pittsburgh at Bradford (PA)
University of Puerto Rico-Cayey (PR)
University of Puerto Rico-Humacao University College (PR)
University of Science and Arts of Oklahoma (OK)
University of South Alabama (AL)
University of South Carolina at Spartanburg (SC)
University of Southern Carolina-Aiken (SC)
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University of Southern Indiana (IN)
University of Southern Maine (ME)
University of Southern Mississippi (MS)
University of Southwestern Louisiana (LA)
University of Tennessee at Chattanooga (TN)
University of Texas at Dallas (The) (TX)
University of Texas at El Paso (The) (TX)
University of Texas at San Antonio (TX)
University of Texas at Tyler (The) (TX)

Participating Institutions (continued):

University of the Virgin Islands (VI)
University of West Florida (FL)
University of Wisconsin-Eau Claire (WI)
University of Wisconsin-Green Bay (WI)
University of Wisconsin-LaCrosse (WI)
University of Wisconsin-Oshkosh (WI)
University of Wisconsin-Parkside (WI)
University of Wisconsin-Platteville (WI)
Univesrity of Wisconsin-Stevens Point (WI)
University of Wisconsin-Superior (WI)
University of Wisconsin-Whitewater (WI)
Valley City State University (ND)
Washburn University (KS)
Wayne State College (NE)
Weber State University (UT)
West Chester University of Pennsylvania (PA)
West Georgia College (GA)
Western Carolina University (NC)
Western Illinois University (IL)
Western Kentucky University (KY)
Western Michigan University (MI)
Western Montana College (MT)
Western Oregon State College (OR)
Western Washington University (WA)
Wichita State University (The) (KS)
William Paterson College of New Jersey (NJ)
Winston-Salem State University (NC)
Wright State University (OH)
Youngstown State University (OH)

Total Institutions = 221

APPENDIX C

CUPA Private Faculty Salary-Trend Studies: 1990-91 and 1993-94

Institutions Participating in Both Studies:

Abilene Christian University (TX)
Adrian College (MI)
Agnes Scott College (GA)
Albertus Magnus College (CT)
Alfred University (NY)
Allenton College of St. Francis de Sales (PA)
Alma College (MI)
Alvernia College (PA)
Alverno College (WI)
American University (The) (DC)
Amherst College (MA)
Anderson University (IN)
Anna Maria College (MA)
Aquinas College (MI)
Arkansas College (AR)
Ashland University (OH)
Aurora University (IL)
Avila College (MO)
Azusa Pacific University (CA)
Babson College (MA)
Baker College of Flint (MI)
Baldwin-Wallace College (OH)
Barry University (FL)
Beaver College (PA)
Bellarmine College (KY)
Belmont University (TN)
Benedict College (SC)
Benedictine College (KS)
Bentley College (MA)
Bethany College (KS)
Bethany College (WV)
Bethel College (IN)
Bethel College (MN)
Birmingham-Southern College (AL)
Blackburn University (IL)
Bloomfield College (NJ)
Bradley University (OH)
Bridgewater College (VA)
Bryn Mawr College (PA)
Cabrini College (PA)
Caldwell College (NJ)
Calvin College (MI)
Capitol College (MD)
Catawba College (NC)
Catholic University of America (DC)
Centenary College of Louisiana (LA)
Central Baptist College (AR)
Central College (IA)
Charleston Southern University (SC)
Christian Brothers University (TN)
Clarke College (IA)
Clarkson University (NY)
Clear Creek Baptist Bible College (KY)
Coker College (SC)
College of Great Falls (MT)
College of Mount Saint Vincent (NY)
College of Notre Dame (CA)
College of Notre Dame of Maryland (MD)
College of Saint Benedict (MN)
College of Saint Elizabeth (NJ)
College of Saint Rose (NY)
College of St. Catherine (MN)
College of St. Scholastica (MN)
College of the Southwest (NM)
Columbia College (MO
Columbia College (SC)
Concordia College (MN)
Concordia College (NE)
Concordia University Wisconsin (WI)
Cornell College (IA)
Creighton University (NE)
D'Youville College (NY)
Dakota Wesleyan University (SD)
Davidson College (NC)
Davis & Elkins College (WV)
Defiance College (The) (OH)
DePaul University (IL)
Dickinson College (PA)
Doane College (NE)
Dominican College (NY)
Dordt College (IA)
Drake University (IA)
Drew University (NJ)
Drexel University (PA)
Drury College (MO)
Duquesne University (PA)
Eckerd College (FL)
Edgewood College (WI)
Elizabethtown College (PA)
Elmira College (NY)
Emory & Henry College (VA)
Fairfield University (CT)
Ferrum College (VA)
Franciscan University of Steubenville (OH)
Franklin and Marshall College (PA)
Freed-Hardeman University (TN)
Friends University (KS)
Furman University (SC)

Participating Institutions (continued):

Garner-Webb University (NC)
George Washington University (DC)
Georgetown University (DC)
Gonzaga University (WA)
Gordon College (MA)
Goshen College (IN)
Great Lakes Christian College (MI)
Grinnell College (IA)
Guilford College (NC)
Hampton University (VA)
Hartwick College (NY)
Hastings College (NE)
Hebrew College (MA)
Heidelberg College (OH)
Hilbert College (NY)
Hobart and William Smith Colleges (NY)
Holy Family College (PA)
Holy Names College (CA)
Hope College (MI)
Houghton College (NY)
Immaculata College (PA)
Iona College (NY)
Jamestown College (ND)
John Carroll University (OH)
Johnson C. Smith University (NC)
Judson College (AL)
Kalamazoo College (MI)
Kenyon College (OH)
King's College (PA)
La Roche College (PA)
LaGrange College (GA)
Lakeland College (WI)
Lancaster Bible College (PA)
Le Moyne College (NY)
Lebanon Valley College of Pennsylvania (PA)
Lees McRae College (NC)
LeTourneau University (TX)
Limestone College (SC)
Lindsey Wilson College (KY)
Linfield College (OR)
Loras College (IA)
Loyola College in Maryland (MD)
Loyola Marymount University (CA)
Lubbock Christian University (TX)
Lycoming College (PA)
Lynchburg College (VA)
Madonna University (MI)
Malone College (OH)
Manhattan College (NY)
Marist College (NY)
Mars Hill College (NC)
Mary Baldwin College (VA)
Marymount College Tarrytown (NY)
Maryville University of St. Louis (MO)
Marywood College (PA)
Massachusetts Institute of Technology (MA)
Medaille College (NY)
Memphis Theological Seminary (TN)
Mercer University (GA)
Mercy College (NY)
Midland Lutheran College (NE)
Midway College (KY)
Millikin University (IL)
Monmouth College (NJ)
Montreat-Anderson College (NC)
Moravian College (PA)
Mount Union College (OH)
Muhlenberg College (PA)
Muskingum College (OH)
Neumann College (PA)
Niagara University (NY)
North Central College (IL)
Northeastern University (MA)
Northland College (WI)
Northwest College (WA)
Northwestern College (IA)
Norwich Univesrity (VT)
Notre Dame College of Ohio (OH)
Nusson College (ME)
Oakwood College (AL)
Occidental College (CA)
Ohio Northern University (OH)
Ohio Wesleyan University (OH)
Oklahoma Baptist University (OK)
Olivet Nazarene University (IL)
Our Lady of Holy Cross College (LA)
Our Lady of the Lake University (TX)
Pace University (NY)
Pacific Lutheran University (WA)
Palm Beach Atlantic College (FL)
Pepperdine University (CA)
Pfeiffer College (NC)
Pikeville College (KY)
Pine Manor College (MA)
Point Park College (PA)
Presbyterian College (SC)
Quincy College (IL)
Quinnipiac College (CT)
Randolph-Macon College (VA)
Randolph-Macon Woman's College (VA)
Reed College (OR)
Reformed Bible College (MI)
Rensselaer Polytechnic Institute (NY)
Rider College (NJ)
Ripon College (WI)
Rivier College (NH)
Robert Morris College (PA)
Rockhurst College (MO)

Participating Institutions (continued):

Rocky Mountain College (MT)
Rollins College (FL)
Roosevelt University (IL)
Rosary College (IL)
Rose-Hulman Institute of Technology (IN)
Russell Sage College (NY)
Sacred Heart University (CT)
Saint Francis College (PA)
Saint Joseph's University (PA)
Saint Martin's College (WA)
Saint Mary College (KS)
Saint Mary's College (IN)
Saint Mary's College of California (CA)
Saint Meinrad College (IN)
Saint Vincent College (PA)
Salem College (NC)
Santa Clara University (CA)
Schreiner College (TX)
Scripps College (CA)
Seattle Pacific University (WA)
Seattle University (WA)
Seton Hill College (PA)
Shorter College (GA)
Siena Heights College (MI)
Simpson College (IA)
Simpson College (CA)
Sioux Falls College (SD)
Skidmore College (NY)
Southwestern Assemblies of God College (TX)
Spalding University (KY)
Spring Hill College (AL)
St. Ambrose University (IA)
St. Bonaventure University (NY)
St. Edward's University (TX)
St. Francis College (NY)
St. John Fisher College (NY)
St. John's University (MN)
St. Norbert College (WI)
St. Thomas University (FL)
Stanford University (CA)
Stillman College (AL)
Susquehanna University (PA)
Syracuse University (NY)
Tabor College (KS)
Teikyo Westmar University (IA)
Texas Christian University (TX)
Thomas More College (KY)
Tiffin University (OH)
Transylvania University (KY)
Tri-State University (IN)
Tusculum College (TN)
Tuskegee University (AL)
Union Institute (The) (OH)
Union University (TN)
University of Bridgeport (CT)
University of Central Texas (TX)
University of Charleston (The) (WV)
University of Dallas (TX)
University of Dayton (OH)
University of Denver (CO)
University of Dubuque (IA)
University of Evansville (IN)
University of La Verne (CA)
University of Miami (FL)
University of New Haven (CT)
University of Portland (OR)
University of Richmond (VA)
University of San Diego (CA)
University of San Francisco (CA)
University of St. Thomas (TX)
University of St. Thomas (MN)
University of the Ozarks (AR)
University of The South (The) (TN)
University of Tulsa (OK)
Upper Iowa University (IA)
Villanova University (PA)
Viterbo College (WI)
Walsh College (OH)
Warner Southern College (FL)
Wartburg College (IA)
Washington and Jefferson College (PA)
Washington and Lee University (VA)
Washington College (MD)
Webber College (FL)
Wesley College (DE)
Wesleyan College (GA)
Western Baptist College (OR)
Western Maryland College (MD)
Westminster College (PA)
Westminster College of Salt Lake City (UT)
Wheaton College (MA)
Wheeling Jesuit College, Inc. (WV)
Whittier College (CA)
Widener University (PA)
William Jewell College (MO)
Wilmington College (OH)
Wilmington College (DE)
Wingate College (NC)
Wisconsin Lutheran College (WI)
Woodbury University (CA)
York College of Pennsylvania (PA)

Total Institutions: 306

SALARY-TREND STUDY OF FACULTY IN GEOLOGY FOR THE YEARS 1990-91 and 1993-94

By
Richard D. Howe and Scott Alan Johnson

Since 1982-83 the College and University Personnel Association (CUPA) in Washington, D.C., in cooperation with Appalachian State University in Boone, North Carolina, has conducted national faculty salary studies annually by discipline and rank through 1993-94. Each year two separate studies are conducted, one for public senior colleges and universities, and the other for private senior colleges and universities.

Salary data for each study were collected and tabulated for full-time teaching faculty in 42 selected academic disciplines including geology. The disciplines were chosen from among those defined by *A Classification of Instructional Programs* (*CIP*), 1990. The definition of the discipline/major field of geology in the *CIP* is as follows:

> An instructional program that describes the scientific study of the earth; the forces acting upon it; and the behavior of the solids, liquids and gases comprising it. Includes instruction in historical geology, geomorphology, sedimentology, the chemistry of rocks and soils, stratigraphy, mineralogy, petrology, geostatistics, volcanology, glaciology, geophysical principles, and applications to research and industrial problems.
>
> [**A Classification of Instructional Programs* (Washington, D.C.: National Center for Education Statistics, [1990], p. 131--40.0601).]

This article presents a summary of the overall average salary increases in the discipline/major field of geology from the "baseline year" of 1990-91 to and including the "trend year" of 1993-94 for both public and private institutions. Of the 282 institutions which participated in CUPA's PUBLIC study of

1990-91, 221 also participated in 1993-94. Data from those same 221 institutions were used in both the baseline year and the trend year. Of the 494 institutions which participated in CUPA's PRIVATE study of 1990-91, 306 also participated in 1993-94. Data from those same 306 institutions were used in both the baseline year and the trend year.

This article lists the average salaries in geology for both public and private institutions by rank, including NEW ASST PROF (new assistant professor), the FAC MIX PCT (faculty mix percentage) and the SALARY FACTOR. In addition, comparisons are made with the CPI (Consumer Price Index) of changes in cost-of-living between the two studies for each of the two study years (1990-91 and 1993-94).

The CPI uses a base period of 1982-84 and is based on prices of food, clothing, shelter and fuels, transportation, medical care, entertainment, and other goods and services that people buy for day-to-day living. In examining trends in faculty salary, it is important to consider any changes in the purchasing power of salaries due to inflation. Comparing changes in the faculty salaries with the CPI provides a more precise representation of "real" salary increases.

The salary is based on a nine- or ten-month academic year salary of full-time faculty only. It does not include any faculty members teaching less than 51 percent. Salary for summer academic work, fringe benefits, and perquisites are not included in the salary data. The average salary is based on the study information with the assumption that all employees are full-time. The salary displayed is an average of all faculty salaries reported for a given rank and discipline.

The "NUM" means the number of faculty members whose salaries were included to compute the average salary.

The "N/IN" means the number of institutions that reported salary data for a given academic rank and discipline/major field.

The FAC MIX PCT is the percentage of faculty in a given discipline/major field who hold a given academic rank. For example, a FAC MIX PCT factor of 30.5 for associate professor of geology in the 1990-91 public study means that 30.5 percent of the faculty in that discipline/major field hold the rank of associate professor.

The SALARY FACTOR for a given rank is the ratio of the average salary for a given discipline/major field to the average salary for all disciplines of all institutions in each of the four studies: PUBLIC 1990-91, PUBLIC 1993-94, PRIVATE 1990-91 and PRIVATE 1993-94. For example, a SALARY FACTOR of .98 for associate professors in the discipline/major field of geology in the 1990-91 public study means that their average salary is 2 percent lower than the average salary of all associate professors in all institutions in that study.

NEW ASST PROF is the grouping of assistant professors who were hired for the first time in the fall of the study year (1990-91 or 1993-94). All information for this group was included in the ASST PROF group for reporting purposes. This group is used mainly for new hiring information.

ALL MAJOR FIELDS is the entire data base for all 42 disciplines/major fields in each of the four studies. It is used to compare, among other things, the discipline/major field of geology with the entire data base for each study.

Of particular importance to the reader is the size of the sample on which each percentage or dollar value is based. The smaller the number in the group, the greater the effect of extreme scores on a descriptive statistic such as the average. It should be noted also that any large disparity in the sample sizes between the "baseline year" of 1990-91 and the "trend year" of 1993-94 will lessen the reliability and validity of any conclusions that one might make based on a simple comparison of averages.

	PROF			ASSO PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN
PUBLIC, 1990-91:	DISCIPLINE: PHYSICAL SCIENCE MAJOR FIELD: GEOLOGY																	
AVERAGE SALARY:	49569	282	84	39355	177	79	31661	99	57	31032	21	16	28022	22	15	42578	580	106
FAC MIX PCT:	48.6%			30.5%			17.1%			3.6%			3.8%			100.0%		
SALARY FACTOR:	1.00			0.98			0.95			0.96			1.08			1.06%		
ALL MAJOR FIELDS																		
AVERAGE SALARY:	49382	20535		40201	17323		33479	17898		32406	2968		25977	5278		40089	61034	221
FAC MIX PCT:	33.6%			28.4%			29.3%			4.9%			8.6%			100.0%		
PUBLIC, 1993-94:	DISCIPLINE: PHYSICAL SCIENCES MAJOR FIELD: GEOLOGY																	
AVERAGE SALARY:	53125	308	87	41655	151	75	34085	125	68	34640	20	16	27032	5	4	45922	589	106
FAC MIX PCT:	52.3%			25.6%			21.2%			3.4%			0.8%			100.0%		
SALARY FACTOR:	0.99			0.96			0.94			0.99			0.99			1.05		
ALL MAJOR FIELDS																		
AVERAGE SALARY:	53700	20965		43457	17404		36275	17890		34850	2587		27419	4384		43720	60643	221
FAC MIX PCT:	34.6%			28.7%			29.5%			4.3%			7.2%			100.0%		
PRIVATE, 1990-91:	DISCIPLINE: PHYSICAL SCIENCES MAJOR FIELD: GEOLOGY																	
AVERAGE SALARY:	58856	133	45	43891	55	29	32803	43	29	30000	4	4				50443	231	57
FAC MIX PCT:	57.6%			23.8%			18.6%			1.7%						100.0%		
SALARY FACTOR:	1.15			1.12			1.00			0.97						1.25		
ALL MAJOR FIELDS																		
AVERAGE SALARY:	51194	10278		39238	9563		32704	9984		30965	1513		26246	1868		40291	31693	306
FAC MIX PCT:	32.4%			30.2%			31.5%			4.8%			5.9%			100.0%		
PRIVATE, 1993-94:	DISCIPLINE: PHYSICAL SCIENCES MAJOR FIELD: GEOLOGY																	
AVERAGE SALARY:	65998	136	43	47799	60	35	36911	51	34	34773	11	10	31010	3	3	55276	250	60
FAC MIX PCT:	54.4%			24.0%			20.4%			4.4%			1.2%			100.0%		
SALARY FACTOR:	1.14			1.09			1.02			1.03			1.08			1.22		
ALL MAJOR FIELDS																		
AVERAGE SALARY:	57805	10854		43900	9968		36283	10119		33719	1372		28694	1637		45403	32578	306
FAC MIX PCT:	33.3%			30.6%			31.1%			4.2%			5.0%			100.0%		

RESULTS OF THE TWO PUBLIC STUDIES, 1990-91 and 1993-94

In the PUBLIC 1990-91 salary study in the above table, the reader may note that the discipline/major field of geology was reported in 106 of the 221 public institutions. The average salary of the 580 faculty was $42,578. This average salary was approximately 6.2 percent higher than the average salary of $40,089 for all 61,034 faculty in ALL MAJOR FIELDS in the 1990-91 public study.

In the PUBLIC 1993-94 salary study in the above table, the discipline/major field of geology was reported in 106 of the same 221 public institutions. The average salary of the 589 faculty was $45,922. This average salary was approximately 5.0 percent higher than the average salary of $43,720 for all 60,643 faculty in ALL MAJOR FIELDS in the 1993-94 public study.

The increase in average salaries for all faculty in the discipline/major field of geology after three years in the public institutions studied was 7.9 percent ($45,922 minus $42,578 equals $3,344). The CPI of increased cost-of-living between October 1990 and October 1993 was 9.1 percent. In comparison with the CPI, there was a relative increase in geology average faculty salaries over the three-year period by 1.2 percent or an average of .4 percent each year below the cost-of-living.

The increase in average salaries for all faculty in ALL MAJOR FIELDS after three years in the public institutions studied was 9.1 percent ($43,720 minus $40,089 equals $3,631). In comparison to the discipline/major field of geology (7.9%), therefore, the faculty in ALL MAJOR FIELDS received a relative increase in their salaries over three years of 1.2 percent points (9.1% minus 7.9% equals 1.2%) more than faculty in the discipline/major field of geology.

The reader may note that the faculty mix percentage in geology is higher at at the professor rank than at the assistant professor rank in the 1990-91 study: 48.6 percent vs. 17.1 percent, and in the 1993-94 study it is 52.3 percent vs. 21.2 percent, respectively. The differences in faculty mix percentage at

the ranks of professor and assistant professor in ALL MAJOR FIELDS for both public studies are as follows: 33.6 percent vs. 29.3 percent (1990-91) and 34.6 percent vs. 29.5 percent (1993-94), respectively.

Finally, the hiring rate of new assistant professors in geology in the public studies was lower than the hiring rate of ALL MAJOR FIELDS in 1990-91, 3.6 percent (21/580) vs. 4.9 percent (2,968/61,034), respectively; and lower in 1993-94, 3.4 percent (20/589) vs. 4.3 percent (2,587/60,643), respectively.

RESULTS OF THE TWO PRIVATE STUDIES, 1990-91 and 1993-94

In the PRIVATE 1990-91 salary study in the above table, the reader may note that the discipline/major field of geology was reported in 57 of the 306 private institutions. The average salary of the 231 faculty was $50,443. This average salary was 25.2 percent higher than the average salary of $40,291 for all 31,693 faculty in ALL MAJOR FIELDS in the 1990-91 private study.

In the PRIVATE 1993-94 salary study in the above table, the discipline/-major field of geology was reported in 60 of the same 306 private institutions. The average salary of the 250 faculty was $55,276. This average salary was 21.7 percent higher than the average salary of $45,403 for all 32,578 faculty in ALL MAJOR FIELDS in the 1993-94 private study.

The increase in average salaries for all faculty in geology after three years in the private institutions studied was 21.7 percent ($55,276 minus $45 ,403 equals $9,873). The CPI of increased cost-of-living between October 1990 and October 1993 was 9.1 percent. A more realistic increase, therefore, in the average faculty salaries over the three-year time period, is 12.6 percent or 4.2 percent each year below the cost-of-living.

The increase in average salaries for all faculty in ALL MAJOR FIELDS after three years in the private institutions studied was 12.7 percent ($45,403 minus $40,291 equals $5,112). In comparison to the discipline/major field of geology

(21.7%), therefore, the faculty in ALL MAJOR FIELDS increased their salaries by 9.0 percent points (21.7% minus 12.7% equals 9.0%) more than faculty in geology.

In the discipline/major field of geology, the reader may note that the faculty mix percentage is higher at the professor rank in comparison to the assistant professor rank in both studies: 57.6 percent vs. 18.6 percent (1990-91), respectively; and 54.4 percent vs. 20.4 percent, (1993-94), respectively. The differences in the ranks of professor and assistant professor in ALL MAJOR FIELDS for both private studies are as follows: 32.4 percent vs. 31.5 percent (1990-91), and 33.3 percent vs. 31.1 percent (1993-94), respectively.

Finally, the reader may note that the hiring rate of new assistant professors in geology was lower than the hiring rate in ALL MAJOR FIELDS in the 1990-91 private study: 1.7 percent (4/231) vs. 4.8 percent (1,513/31,693), respectively, and also higher in the 1993-94 private study: 4.4 percent (11/250) vs. 4.2 percent (1,372/32,578), respectively.

CONCLUDING REMARKS

This article presented salary-trend information on the academic discipline/-major field of geology and compared that information with ALL MAJOR FIELDS and with the CPI over a period of three years from the "baseline year" of 1990-91 through the "trend year" of 1993-94. Two studies, one for public institutions, and the other for private institutions were conducted for the baseline year and for the trend year--a total of four studies. A total of 1,650 (.89%) faculty in the discipline/major field of geology participated and were included in the 42 disciplines/major fields in each of the four studies and in the overall total of 185,948 participating faculty. The same 221 public institutions and the same 306 private institutions in the United States participated in the baseline year and in the trend year.

Although many interpolations and extrapolations of the data may be made, a few of the more important ones are as follows. First, the average faculty salary in the discipline/major field of geology in 1990-91 in the public and private studies were respectively some 6 percent and 25.2 percent above the average faculty salary factors for all ranks in ALL MAJOR FIELDS (1.00). The average faculty salary factors for all ranks in geology in 1993-94 in the public and private studies were respectively 5 percent and 22 percent above the average salary factors for all ranks in ALL MAJOR FIELDS (1.00).

Second, the CPI of October 1993 increased 9.1 percent from the CPI of October 1990. This indicates that the faculty in geology in the public institutions received an average annual salary increase of .4 percent each year below the cost-of-living. In the private institutions the annual average salary increase was 4.2 percent each year below the cost-of-living.

Third, in the discipline/major field of geology the professor rank FAC MIX PCTs are significantly higher than those in the assistant professor rank in both the 1990-91 and 1993-94 public and private studies. These data show that geology is an established discipline in academia.

Finally, the hiring rate of new assistant professors in geology in the 1990-91 and 1993-94 public studies and the 1990-91 private study but was lower in the 1993-94 private study than in ALL MAJOR FIELDS.

Now that a rather significant data base of average faculty salaries in the individual academic discipline/major field of geology is being developed, it is anticipated that future articles on this subject will become more valuable for interested administrators and professors.

Richard D. Howe is the originator and director of the annual CUPA faculty salary studies. He is a professor of leadership and higher education at Appalachian State University, Boone, North Carolina. Co-author Scott Alan Johnson, is a graduate student at Appalachian State University.

APPENDICES:

A - OVERALL LIST OF SELECTED DISCIPLINES, page 10

B - LIST OF PUBLIC Participating Institutions, page 11

C - LIST OF PRIVATE Participating Institutions, page 14

APPENDIX A

OVERALL LIST OF SELECTED DISCIPLINES

ACCOUNTING
ADMINISTRATIVE ASSISTANT/SECRETARIAL SCIENCE, GENERAL
ANTHROPOLOGY
AREA, ETHNIC, AND CULTURAL STUDIES
BIOLOGICAL SCIENCES/LIFE SCIENCES
BUSINESS ADMINISTRATION AND MANAGEMENT, GENERAL
BUSINESS MANAGEMENT AND ADMINISTRATIVE SERVICES
BUSINESS/MANAGERIAL ECONOMICS
BUSINESS MARKETING AND MARKETING MANAGEMENT
CHEMISTRY, GENERAL
COMMUNICATIONS
COMMUNICATION TECHNOLOGIES
COMPUTER AND INFORMATION SCIENCES
COUNSELOR EDUCATION COUNSELING AND GUIDANCE SERVICES
DRAMA/THEATER ARTS, GENERAL
ECONOMICS, GENERAL
EDUCATION
ENGINEERING
ENGINEERING-RELATED TECHNOLOGIES
ENGLISH LANGUAGE AND LITERATURE/LETTERS
FOREIGN LANGUAGES AND LITERATURES
GEOGRAPHY
GEOLOGY
HISTORY, GENERAL
HOME ECONOMICS
LIBRARY SCIENCE
MATHEMATICS
MULTI/INTERDISCIPLINARY STUDIES
MUSIC, GENERAL
NURSING (R.N. TRAINING)
PHILOSOPHY AND RELIGION
PHYSICAL SCIENCES
PHYSICS, GENERAL
POLITICAL SCIENCE, GENERAL
PROTECTIVE SERVICES
PSYCHOLOGY
READING TEACHER EDUCATION
SOCIOLOGY
SPECIAL EDUCATION, GENERAL
SPEECH-LANGUAGE PATHOLOGY AND AUDIOLOGY
TEACHER EDUCATION
VISUAL AND PERFORMING ARTS
TOTAL: 42

APPENDIX B

CUPA Public Faculty Salary-Trend Studies: 1990-91 and 1993-94

Institutions Participating in Both Studies:

Alabama A&M University (AL)
Angelo State University (TX)
Appalachian State University (NC)
Arkansas State University (AR)
Arkansas Technical University (AR)
Armstrong State College (GA)
Auburn University of Montgomery (AL)
Augusta College (GA)
Austin Peay State University (TN)
Ball State University (IN)
Black Hills State University (SD)
Bluefield State College (WV)
Boise State University (ID)
Bowie State University (MD)
Bridgewater State College (MA)
California State University Sacramento (CA)
California State University Stanislaus (CA)
Castleton State College (VT)
Central Michigan University (MI)
Central Missouri State University (MO)
Christopher Newport University (VA)
Clarion University of Pennsylvania (PA)
Cleveland State University (OH)
Clinch Valley College of the University of Virginia (VA)
College of Staten Island of the City University of New York (NY)
Columbus College (GA)
Dakota State University (SD)
Delta State University (MS)
Dickinson State University (ND)
East Central University (OK)
East Stroudsburg University (PA)
East Tennessee State University (TN)
East Texas State University (TX)
Eastern Connecticut State University (CT)
Eastern Illinois University (IL)
Eastern Kentucky University (KY)
Eastern Michigan University (MI)
Eastern Montana College (MT)
Eastern New Mexico University (NM)
Eastern Oregon State College (OR)
Eastern Washington University (WA)
Edinboro University of Pennsylvania (PA)
Emporia State University (KS)
Fitchburg State College (MA)
Fort Hays State University (KS)
Fort Lewis College (CO)
Framingham State College (MA)
Francis Marion University (SC)
Georgia College (GA)
Georgia Southern University (GA)
Georgia Southwestern College (GA)
Grambling State University (LA)
Grand Valley State University (MI)
Harris-Stowe State College (MO)
Henderson State University (AR)
Illinois State University (IL)
Indiana University of Pennsylvania (PA)
Jacksonville State University (AL)
James Madison University (VA)
Keene State College (NH)
Kennesaw State College (GA)
Kent State University (OH)
Kutztown University of Pennsylvania (PA)
Lake Superior State University (MI)
Lander College (SC)
Livingston University (AL)
Longwood College (VA)
Louisiana State University in Shreveport (LA)
Louisiana Tech University (LA)
Mankato State University (MN)
Marshall University (WV)
Mayville State University (NE)
McNeese State University (LA)
Mesa State College (CO)
Metropolitan State College of Denver (CO)
Middle Tennessee State University (TN)
Millersville University of Pennsylvania (PA)
Minot State University (ND)
Mississippi Valley State University (MS)
Missouri Southern State College (MO)
Missouri Western State College (MO)
Montana College of Mineral Science and Technology (MT)
Montclair State College (NJ)
Moorhead State University (MN)
Morehead State University (KY)
Morgan State University (MD)
Murray State University (KY)
New Mexico Highlands University (NM)
Nicholls State University (LA)
North Adams State College (MA)
North Carolina Agricultural and Technical State University (NC)

Participating Institutions (continued):

Northeast Louisiana University (LA)
Northeast Missouri State University (MO)
Northeastern Illinois University (IL)
Northern Arizona University (AZ)
Northern Illinois University (IL)
Northern Kentucky University (KY)
Northern State University (SD)
Northwest Missouri State University (MO)
Northwestern State University (LA)
Oakland University (MI)
Oklahoma Panhandle State University (OK)
Old dominion University (VA)
Oregon Institute of Technology (OR)
Peru State College (NE)
Pittsburg State University (KS)
Portland State University (OR)
Prairie View A&M University (TX)
Purdue University Calumet (IN)
Ramapo College of New Jersey (NJ)
Rhode Island College (RI)
Saginaw Valley State University (MI)
Salem State College (MA)
Salisbury State University (MD)
San Diego State University (CA)
Sangamon State University (IL)
Shawnee State University (OH)
Shippensburg University of Pennsylvania (PA)
Sonoma State University (CA)
Southeast Missouri State University (MO)
Southwastern Louisiana University (LA)
Southeastern Oklahoma State University (OK)
Southern Arkansas University (AR)
Southern college of Technology (GA)
Southern Connecticut State University (CT)
Southern Illinois University at Edwardsville (IL)
Southwest Missouri State University (MO)
Southwest Texas State University (TX)
St. Claud State University (MN)
State University of New York at Brockport (NY)
State University of New York College at Fredonia (NY)
State University of New York College at Geneseo (NY)
State University of New York College at Oneonta (NY)
State University of New York College at Oswego (NY)
State University of New York College at
Plattsburgh (NY)
State University of New York College at Potsdam (NY)
Tarleton State University (TX)
Tennessee Technological University (TN)
Texas A&M University-Corpus Christi TX)
Texas Woman's University (TX)
Towson State University (MD)
Trenton State College (NJ)
University of Akron (OH)
University of Alabama in Huntsville (AL)
University of Alaska Southeast (AK)
University of Arkansas at Little Rock (AR)
University of Central Florida (FL)
University of Central Oklahoma (OK)
University of Colorado at Colorado Springs (CO)
University of Guam (GU)
University of Houston-Clear Lake (TX)
University of Maine at Farmington (ME)
University of Maine at Fort Kent (ME)
University of Maryland Baltimore County (MD)
University of Massachusetts Dartmouth (MA)
University of Massachusetts Lowell (MA)
University of Memphis (TN)
University of Missouri-St. Louis (MO)
University of Montevallo (AL)
University of Nebraska at Kearney (NE)
University of Nebraska at Omaha (NE)
University of North Carolina at Asheville (NC)
University of North Carolina at Charlotte (NC)
University of North Carolina at Greensboro (NC)
University of North Carolina at Wilmington (NC)
University of North Texas (TX)
University of Pittsburgh at Bradford (PA)
University of Puerto Rico-Cayey (PR)
University of Puerto Rico-Humacao University
College (PR)
University of Science and Arts of Oklahoma (OK)
University of South Alabama (AL)
University of South Carolina at Spartanburg (SC)
University of Southern Carolina-Aiken (SC)
University of South Florida (The) (FL)
University of Southern Colorado (CO)
University of Southern Indiana (IN)
University of Southern Maine (ME)
University of Southern Mississippi (MS)
University of Southwestern Louisiana (LA)
University of Tennessee at Chattanooga (TN)
University of Texas at Dallas (The) (TX)
University of Texas at El Paso (The) (TX)
University of Texas at San Antonio (TX)
University of Texas at Tyler (The) (TX)

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Participating Institutions (continued):

University of the Virgin Islands (VI)
University of West Florida (FL)
University of Wisconsin-Eau Claire (WI)
University of Wisconsin-Green Bay (WI)
University of Wisconsin-LaCrosse (WI)
University of Wisconsin-Oshkosh (WI)
University of Wisconsin-Parkside (WI)
University of Wisconsin-Platteville (WI)
Univesrity of Wisconsin-Stevens Point (WI)
University of Wisconsin-Superior (WI)
University of Wisconsin-Whitewater (WI)
Valley City State University (ND)
Washburn University (KS)
Wayne State College (NE)
Weber State University (UT)
West Chester University of Pennsylvania (PA)
West Georgia College (GA)
Western Carolina University (NC)
Western Illinois University (IL)
Western Kentucky University (KY)
Western Michigan University (MI)
Western Montana College (MT)
Western Oregon State College (OR)
Western Washington University (WA)
Wichita State University (The) (KS)
William Paterson College of New Jersey (NJ)
Winston-Salem State University (NC)
Wright State University (OH)
Youngstown State University (OH)

Total Institutions = 221

APPENDIX C

CUPA Private Faculty Salary-Trend Studies: 1990-91 and 1993-94

Institutions Participating in Both Studies:

Abilene Christian University (TX)
Adrian College (MI)
Agnes Scott College (GA)
Albertus Magnus College (CT)
Alfred University (NY)
Allenton College of St. Francis de Sales (PA)
Alma College (MI)
Alvernia College (PA)
Alverno College (WI)
American University (The) (DC)
Amherst College (MA)
Anderson University (IN)
Anna Maria College (MA)
Aquinas College (MI)
Arkansas College (AR)
Ashland University (OH)
Aurora University (IL)
Avila College (MO)
Azusa Pacific University (CA)
Babson College (MA)
Baker College of Flint (MI)
Baldwin-Wallace College (OH)
Barry University (FL)
Beaver College (PA)
Bellarmine College (KY)
Belmont University (TN)
Benedict College (SC)
Benedictine College (KS)
Bentley College (MA)
Bethany College (KS)
Bethany College (WV)
Bethel College (IN)
Bethel College (MN)
Birmingham-Southern College (AL)
Blackburn University (IL)
Bloomfield College (NJ)
Bradley University (OH)
Bridgewater College (VA)
Bryn Mawr College (PA)
Cabrini College (PA)
Caldwell College (NJ)
Calvin College (MI)
Capitol College (MD)
Catawba College (NC)
Catholic University of America (DC)
Centenary College of Louisiana (LA)
Central Baptist College (AR)
Central College (IA)
Charleston Southern University (SC)
Christian Brothers University (TN)
Clarke College (IA)
Clarkson University (NY)
Clear Creek Baptist Bible College (KY)
Coker College (SC)
College of Great Falls (MT)
College of Mount Saint Vincent (NY)
College of Notre Dame (CA)
College of Notre Dame of Maryland (MD)
College of Saint Benedict (MN)
College of Saint Elizabeth (NJ)
College of Saint Rose (NY)
College of St. Catherine (MN)
College of St. Scholastica (MN)
College of the Southwest (NM)
Columbia College (MO
Columbia College (SC)
Concordia College (MN)
Concordia College (NE)
Concordia University Wisconsin (WI)
Cornell College (IA)
Creighton University (NE)
D'Youville College (NY)
Dakota Wesleyan University (SD)
Davidson College (NC)
Davis & Elkins College (WV)
Defiance College (The) (OH)
DePaul University (IL)
Dickinson College (PA)
Doane College (NE)
Dominican College (NY)
Dordt College (IA)
Drake University (IA)
Drew University (NJ)
Drexel University (PA)
Drury College (MO)
Duquesne University (PA)
Eckerd College (FL)
Edgewood College (WI)
Elizabethtown College (PA)
Elmira College (NY)
Emory & Henry College (VA)
Fairfield University (CT)
Ferrum College (VA)
Franciscan University of Steubenville (OH)
Franklin and Marshall College (PA)
Freed-Hardeman University (TN)
Friends University (KS)
Furman University (SC)

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Participating Institutions (continued):

Garner-Webb University (NC)
George Washington University (DC)
Georgetown University (DC)
Gonzaga University (WA)
Gordon College (MA)
Goshen College (IN)
Great Lakes Christian College (MI)
Grinnell College (IA)
Guilford College (NC)
Hampton University (VA)
Hartwick College (NY)
Hastings College (NE)
Hebrew College (MA)
Heidelberg College (OH)
Hilbert College (NY)
Hobart and William Smith Colleges (NY)
Holy Family College (PA)
Holy Names College (CA)
Hope College (MI)
Houghton College (NY)
Immaculata College (PA)
Iona College (NY)
Jamestown College (ND)
John Carroll University (OH)
Johnson C. Smith University (NC)
Judson College (AL)
Kalamazoo College (MI)
Kenyon College (OH)
King's College (PA)
La Roche College (PA)
LaGrange College (GA)
Lakeland College (WI)
Lancaster Bible College (PA)
Le Moyne College (NY)
Lebanon Valley College of Pennsylvania (PA)
Lees McRae College (NC)
LeTourneau University (TX)
Limestone College (SC)
Lindsey Wilson College (KY)
Linfield College (OR)
Loras College (IA)
Loyola College in Maryland (MD)
Loyola Marymount University (CA)
Lubbock Christian University (TX)
Lycoming College (PA)
Lynchburg College (VA)
Madonna University (MI)
Malone College (OH)
Manhattan College (NY)
Marist College (NY)
Mars Hill College (NC)
Mary Baldwin College (VA)
Marymount College Tarrytown (NY)
Maryville University of St. Louis (MO)
Marywood College (PA)
Massachusetts Institute of Technology (MA)
Medaille College (NY)
Memphis Theological Seminary (TN)
Mercer University (GA)
Mercy College (NY)
Midland Lutheran College (NE)
Midway College (KY)
Millikin University (IL)
Monmouth College (NJ)
Montreat-Anderson College (NC)
Moravian College (PA)
Mount Union College (OH)
Muhlenberg College (PA)
Muskingum College (OH)
Neumann College (PA)
Niagara University (NY)
North Central College (IL)
Northeastern University (MA)
Northland College (WI)
Northwest College (WA)
Northwestern College (IA)
Norwich Univesrity (VT)
Notre Dame College of Ohio (OH)
Nusson College (ME)
Oakwood College (AL)
Occidental College (CA)
Ohio Northern University (OH)
Ohio Wesleyan University (OH)
Oklahoma Baptist University (OK)
Olivet Nazarene University (IL)
Our Lady of Holy Cross College (LA)
Our Lady of the Lake University (TX)
Pace University (NY)
Pacific Lutheran University (WA)
Palm Beach Atlantic College (FL)
Pepperdine University (CA)
Pfeiffer College (NC)
Pikeville College (KY)
Pine Manor College (MA)
Point Park College (PA)
Presbyterian College (SC)
Quincy College (IL)
Quinnipiac College (CT)
Randolph-Macon College (VA)
Randolph-Macon Woman's College (VA)
Reed College (OR)
Reformed Bible College (MI)
Rensselaer Polytechnic Institute (NY)
Rider College (NJ)
Ripon College (WI)
Rivier College (NH)
Robert Morris College (PA)
Rockhurst College (MO)

Participating Institutions (continued):

Rocky Mountain College (MT)
Rollins College (FL)
Roosevelt University (IL)
Rosary College (IL)
Rose-Hulman Institute of Technology (IN)
Russell Sage College (NY)
Sacred Heart University (CT)
Saint Francis College (PA)
Saint Joseph's University (PA)
Saint Martin's College (WA)
Saint Mary College (KS)
Saint Mary's College (IN)
Saint Mary's College of California (CA)
Saint Meinrad College (IN)
Saint Vincent College (PA)
Salem College (NC)
Santa Clara University (CA)
Schreiner College (TX)
Scripps College (CA)
Seattle Pacific University (WA)
Seattle University (WA)
Seton Hill College (PA)
Shorter College (GA)
Siena Heights College (MI)
Simpson College (IA)
Simpson College (CA)
Sioux Falls College (SD)
Skidmore College (NY)
Southwestern Assemblies of God College (TX)
Spalding University (KY)
Spring Hill College (AL)
St. Ambrose University (IA)
St. Bonaventure University (NY)
St. Edward's University (TX)
St. Francis College (NY)
St. John Fisher College (NY)
St. John's University (MN)
St. Norbert College (WI)
St. Thomas University (FL)
Stanford University (CA)
Stillman College (AL)
Susquehanna University (PA)
Syracuse University (NY)
Tabor College (KS)
Teikyo Westmar University (IA)
Texas Christian University (TX)
Thomas More College (KY)
Tiffin University (OH)
Transylvania University (KY)
Tri-State University (IN)
Tusculum College (TN)
Tuskegee University (AL)
Union Institute (The) (OH)
Union University (TN)
University of Bridgeport (CT)
University of Central Texas (TX)
University of Charleston (The) (WV)
University of Dallas (TX)
University of Dayton (OH)
University of Denver (CO)
University of Dubuque (IA)
University of Evansville (IN)
University of La Verne (CA)
University of Miami (FL)
University of New Haven (CT)
University of Portland (OR)
University of Richmond (VA)
University of San Diego (CA)
University of San Francisco (CA)
University of St. Thomas (TX)
University of St. Thomas (MN)
University of the Ozarks (AR)
University of The South (The) (TN)
University of Tulsa (OK)
Upper Iowa University (IA)
Villanova University (PA)
Viterbo College (WI)
Walsh College (OH)
Warner Southern College (FL)
Wartburg College (IA)
Washington and Jefferson College (PA)
Washington and Lee University (VA)
Washington College (MD)
Webber College (FL)
Wesley College (DE)
Wesleyan College (GA)
Western Baptist College (OR)
Western Maryland College (MD)
Westminster College (PA)
Westminster College of Salt Lake City (UT)
Wheaton College (MA)
Wheeling Jesuit College, Inc. (WV)
Whittier College (CA)
Widener University (PA)
William Jewell College (MO)
Wilmington College (OH)
Wilmington College (DE)
Wingate College (NC)
Wisconsin Lutheran College (WI)
Woodbury University (CA)
York College of Pennsylvania (PA)

Total Institutions: 306

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SALARY-TREND STUDY OF FACULTY IN HISTORY
FOR THE YEARS
1990-91 AND 1993-94

By
Richard D. Howe

Since 1982-83 the College and University Personnel Association (CUPA) in Washington, D.C., in cooperation with Appalachian State University in Boone, North Carolina, has conducted annual national faculty salary studies by discipline and rank each year through 1993-94. Each year two separate studies are conducted, one for public senior colleges and universities, and the other for private senior colleges and universities.

Salary data for each study were collected and tabulated for full-time teaching faculty in 42 selected academic disciplines including history. The disciplines were chosen from among those defined by _A Classification of Instructional Programs_ (_CIP_), 1990. The definition of the discipline/major field of history in the _CIP_ is as follows:

> An instructional program that generally describes the study and interpretation of the past including the gathering, recording, synthesizing and critizing of evidence and theories about past events. Includes instruction in historiography; historical research methods, studies of specific periods, issues and cultures; and applications to areas such as historic preservation, public policy, and records administration.*
>
> [*_A Classification of Instructional Programs_ (Washington, D.C.: National Center for Education Statistics, [1990], p. 146--45.0801).]

This article presents a summary of the overall average salary increases in the discipline/major field of history from the "baseline year" of 1990-91 to and including the "trend year" of 1993-94 for both public and private institutions. Of the 282 institutions which participated in CUPA's PUBLIC study of 1990-91, 221 also participated in 1993-94. Data from those same 221 institutions were used in both the baseline year and the trend year. Of the 494 institutions which participated in CUPA's PRIVATE study of 1990-91, 306 also participated in 1993-94. Data from those same 306 institutions were used in both the baseline year and the trend year.

This article lists the average salaries of history for both public and private participating institutions by rank, including NEW ASST PROF (new assistant professor), the FAC MIX PCT (faculty mix percentage) and the SALARY FACTOR. In addition, comparisons are made with the CPI (Consumer Price Index) of changes in cost-of-living between the two studies for each of the two study years (1990-91 and 1993-94).

The CPI uses a base period of 1982-84 and is based on prices of food, clothing, shelter and fuels, transportation, medical care, entertainment, and other goods and services that people buy for day-to-day living. In examining trends in faculty salary, it is important to consider any changes in the purchasing power of salaries due to inflation. Thus by comparing changes in the faculty salaries with the CPI, a more precise representation of "real" salary increases is yielded.

The salary is based on a nine- or ten-month academic year salary of full-time faculty only. It does not include any faculty members teaching less than 51 percent. Salary for summer academic work, fringe benefits, and perquisites are not included in the salary data. The average salary is based on the study information with the assumption that all employees are full-time. The average salary displayed is an average of all faculty salaries reported for a given rank and discipline.

The "NUM" means the number of faculty members whose salaries were included to compute the average salary.

The "N/IN" means the number of institutions that reported salary data for a given academic rank and discipline/major field.

The FAC MIX PCT is the percentage of faculty in a given discipline/major field who hold a given academic rank. For example, a FAC MIX PCT factor of 23.7 for associate professor of history in the 1990-91 public study means that 23.7 percent of the faculty in that discipline/major field hold the rank of associate professor.

The SALARY FACTOR for a given rank of a given discipline/major field is the ratio of the average salary to the total average salary of all institutions in each of the four studies: PUBLIC 1990-91, PUBLIC 1993-94, PRIVATE 1990-91 and PRIVATE 1993-94. For example, a SALARY FACTOR of .96 for associate professors in the discipline/major field of history in the 1990-91 public study means that their average salary is .96 percent lower than the average salary of all associate professors in all institutions in that study.

NEW ASST PROF is the grouping of assistant professors who were hired for the first time in the fall of the study year (1990-91 or 1993-94). All information for this group was included in the ASST PROF group for reporting purposes. This group is used mainly for new hiring information.

ALL MAJOR FIELDS is the entire data base for all 42 disciplines/major fields in each of the four studies. It is used to compare, among other things, the discipline/major field of history with the entire data base for each study.

Of particular import to the reader is noting the size of the sample on which each percentage or dollar value is based. The smaller the number in the group, the greater the effect of extreme scores on a descriptive statistic such as the average. It should be noted also that any large disparity in the sample sizes between the "baseline year" of 1990-91 and the "trend year" of 1993-94 will lessen the reliability and validity of any conclusions that one might make based on a simple comparison of averages.

	PROF			ASSO PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN
PUBLIC, 1990-91:	DISCIPLINE: HISTORY MAJOR FIELD: HISTORY																	
AVERAGE SALARY:	48613	1108	187	38673	499	157	29989	438	146	27699	90	57	24917	59	40	41725	2102	191
FAC MIX PCT:	52.7%			23.7%			20.7%			4.3%			2.8%			100.0%		
SALARY FACTOR:	0.98			0.96			0.90			0.85			0.96			1.04%		
	ALL MAJOR FIELDS																	
AVERAGE SALARY:	49382	20535		40201	17323		33479	17898		32406	2968		25977	5278		40089	61034	221
FAC MIX PCT:	33.6%			28.4%			29.3%			4.9%			8.6%			100.0%		
PUBLIC, 1993-94:	DISCIPLINE: HISTORY MAJOR FIELD: HISTORY																	
AVERAGE SALARY:	52699	1039	186	41289	481	162	32769	515	158	31996	91	70	26292	55	36	44467	2090	194
FAC MIX PCT:	49.7%			23.0%			24.6%			4.4%			2.6%			100.0%		
SALARY FACTOR:	0.98			0.95			0.90			0.92			0.96			1.02		
	ALL MAJOR FIELDS																	
AVERAGE SALARY:	53700	20965		43457	17404		36275	17890		34850	2587		27419	4384		43720	60643	221
FAC MIX PCT:	34.6%			28.7%			29.5%			4.3%			7.2%			100.0%		

- -

	PROF			ASSO PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN
PRIVATE, 1990-91:	DISCIPLINE: HISTORY MAJOR FIELD: HISTORY																	
AVERAGE SALARY:	47738	536	205	36961	344	169	29749	305	165	27083	57	51	25300	30	28	49617	1215	266
FAC MIX PCT:	44.1%			28.3%			25.1%			4.7%			2.5%			100.0%		
SALARY FACTOR:	0.93			0.94			0.91			0.87			0.96			0.98		
	ALL MAJOR FIELDS																	
AVERAGE SALARY:	51194	10278		39238	9563		32704	9984		30965	1513		26246	1868		40291	31693	306
FAC MIX PCT:	32.4%			30.2%			31.5%			4.8%			5.9%			100.0%		
PRIVATE, 1993-94:	DISCIPLINE: HISTORY MAJOR FIELD: HISTORY																	
AVERAGE SALARY:	54414	557	215	41654	365	170	33694	336	177	32035	56	49	29629	40	33	44699	1298	273
FAC MIX PCT:	42.9%			28.1%			25.9%			4.3%			3.1%			100.0%		
SALARY FACTOR:	0.94			0.95			0.93			0.95			1.03			0.98		
	ALL MAJOR FIELDS																	
AVERAGE SALARY:	57805	10854		43900	9968		36283	10119		33719	1372		28694	1637		45403	32578	306
FAC MIX PCT:	33.3%			30.6%			31.1%			4.2%			5.0%			100.0%		

RESULTS OF THE TWO PUBLIC STUDIES, 1990-91 AND 1993-94

In the PUBLIC 1990-91 salary study in the above table, the reader may note that the discipline/major field of history was reported in 191 of the 221 public institutions. The average salary of the 2,102 faculty was $41,725. This average salary was approximately 4.1 percent lower than the average salary of 40,089 for all 61,034 faculty in ALL MAJOR FIELDS in the 1990-91 public study.

In the PUBLIC 1993-94 salary study in the above table, the discipline/major field of history was reported in 194 of the same 221 public institutions. The average salary of the 2,090 faculty was $44,467. This average salary was approximately 1.7 percent lower than the average salary of $43,720 for all 60,643 faculty in ALL MAJOR FIELDS in the 1993-94 public study.

The increase in average salaries for all faculty in the discipline/major field of history after three years in the public institutions studied was 6.6 percent ($44,467 minus $41,725 equals $2,742). The CPI of increased cost-of-living between October 1990 and October 1993 was 9.1 percent. A more realistic increase, therefore, in the average faculty salaries over the three-year period, is 2.5 percent or .83 percent each year below the cost-of-living.

The increase in average salaries for all faculty in ALL MAJOR FIELDS after three years in the public institutions studied was 9.1 percent ($43,720 minus $40,089 equals $3,631). In comparison to the discipline/major field of history (6.6), therefore, the faculty in ALL MAJOR FIELDS received a relative increase in their salaries of 2.5 percent (9.1% minus 6.6% equals 2.5%) more than faculty in the discipline/major field of history.

The reader may note that the faculty mix percentage in history is higher at the professor rank than at the assistant professor rank in the 1990-91 study: 52.7 percent vs. 20.7 percent, and in the 1993-94 study it is 49.7 percent vs. 24.6 percent, respectively. The differences in faculty mix percentage at the ranks of professor and assistant professor in ALL MAJOR FIELDS for both public

studies are as follows: 33.6 percent vs. 29.3 percent (1990-91) and 34.6 percent vs. 29.5 percent (1993-94), respectively.

Finally, the hiring rate of new assistant professors in history in the public studies was higher than the hiring rate of ALL MAJOR FIELDS in 1990-91, 4.3 percent (90/2,102) vs. 4.7 percent (2,968/61,034), respectively; and the same, 4.4 percent (91/2,090) vs. 4.3 percent (2,587/60,643), respectively, in 1993-94.

RESULTS OF THE TWO PRIVATE STUDIES, 1990-91 AND 1993-94

In the PRIVATE 1990-91 salary study in the above table, the reader may note that the discipline/major field of history was reported in 266 of the 306 private institution. The average salary of the 1,215 faculty was $39,617. This average salary was 1.7 percent lower than the average salary of $40,291 for all 31,693 faculty in ALL MAJOR FIELDS in the 1990-91 private study.

In the PRIVATE 1993-94 salary study in the above table, the discipline/major field of history was reported in 273 of the same 306 private institutions. The average salary of the 1,298 faculty was $44,699. This average salary was 1.6% lower than the average salary of $45,403 for all 32,578 faculty in ALL MAJOR FIELDS in the 1993-94 private study.,

The increase in average salaries for all faculty in history after three years in the private institutions studied was 12.8 percent ($44,699 minus $39,617 equals $5,082). The CPI of increased cost-of-living between October 1990 and October 1993 was 9.1 percent. A more realistic increase, therefore,in the average faculty salaries over the three-year time period, is 3.7 percent or 1.2 percent each year above the cost-of-living.

The increase in average salaries for all faculty in ALL MAJOR FIELDS after three years in the private institutions studied was 12.7 percent ($45,403 minus $40,291 equals $5,112). In comparison to the discipline/major field of history (12.8), therefore, the faculty in ALL MAJOR FIELDS increased their salaries by

studies are as follows: 33.6 percent vs. 29.3 percent (1990-91) and 34.6 percent vs. 29.5 percent (1993-94), respectively.

Finally, the hiring rate of new assistant professors in history in the public studies was higher than the hiring rate of ALL MAJOR FIELDS in 1990-91, 4.3 percent (90/2,102) vs. 4.7 percent (2,968/61,034), respectively; and the same, 4.4 percent (91/2,090) vs. 4.3 percent (2,587/60,643), respectively, in 1993-94.

RESULTS OF THE TWO PRIVATE STUDIES, 1990-91 AND 1993-94

In the PRIVATE 1990-91 salary study in the above table, the reader may note that the discipline/major field of history was reported in 266 of the 306 private institution. The average salary of the 1,215 faculty was $39,617. This average salary was 1.7 percent lower than the average salary of $40,291 for all 31,693 faculty in ALL MAJOR FIELDS in the 1990-91 private study.

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The increase in average salaries for all faculty in history after three years in the private institutions studied was 12.8 percent ($44,699 minus $39,617 equals $5,082). The CPI of increased cost-of-living between October 1990 and October 1993 was 9.1 percent. A more realistic increase, therefore,in the average faculty salaries over the three-year time period, is 3.7 percent or 1.2 percent each year above the cost-of-living.

The increase in average salaries for all faculty in ALL MAJOR FIELDS after three years in the private institutions studied was 12.7 percent ($45,403 minus $40,291 equals $5,112). In comparison to the discipline/major field of history (12.8), therefore, the faculty in ALL MAJOR FIELDS increased their salaries by

.1 percent (12.8% minus 12.7 equals .1) more than faculty in history.

In the discipline/major field of history, the reader may note that the faculty mix percentage is higher at the professor rank in comparison to the assistant professor rank in both studies: 44.1 percent vs. 25.1 percent (1990-91), respectively; and 42.9 percent vs. 25.9 percent, (1993-94), respectively. The differences in the ranks of professor and assistant professor in ALL MAJOR FIELDS for both private studies are as follows: 32.4 percent vs. 31.5 percent (1989-1990), and 33.3 percent vs. 31.1 percent (1993-94), respectively.

Finally, the reader may note that the hiring rate of new assistant professors in history was higher than the hiring rate in ALL MAJOR FIELDS in the 1990-91 private study: 4.7 percent (57/1,215) vs. 4.8 percent (1,513/31,693), respectively, and lower in the 1993-94 private study: 4.3 percent (56/1,298) vs. 4.2 percent (1,372/32,578), respectively.

CONCLUDING REMARKS

This article presented salary-trend information on the academic discipline/-major field of history and compared that information with ALL MAJOR FIELDS and with the CPI over a period of three years from the "baseline year" of 1990-91 through the "trend year" of 1993-94. Two studies, one for public institutions, and the other for private institutions were conducted for the baseline year and for the trend year--a total of four studies. A total of 6,705 (3.6%) faculty in the discipline/major field of history participated and were included in the 42 disciplines/major fields in each of the four studies and in the overall total of 185,948 participating faculty. The same 221 public institutions and the same 306 private institutions in the United States participated in the baseline year and in the trend year.

Although many interpolations and extrapolations of the data may be made, a few of the more important ones are as follows. First, the average faculty salary in the discipline/major field of history in 1990-91 in the public and private studies were 4 percent above and 2 percent below the average faculty salary factors for all ranks in ALL MAJOR FIELDS (1.00), respectively. The average faculty salary factors for all ranks in history in 1993-94 in the public and private studies were 2 percent above and even with the average salary factors for all ranks in ALL MAJOR FIELDS (1.00), respectively.

Second, the CPI of October 1993 increased 9.1 percent from the CPI of October 1990, and indicates that the faculty in history in the public institutions received an average annual salary increase of .83 percent below the cost-of-living. In the private institutions it was 1.2 percent each year above the cost-of-living.

Third, in the discipline/major field of history the professor rank FAC MIX PCTs are significantly higher than those in the assistant professor rank in both the 1990-91 and 1993-94 public and private studies. These data show that the discipline/major field of history in both the public and private studies is an established discipline in academia.

Finally, the hiring rate of new assistant professors in history in both the 1990-91 and 1993-94 public studies is very similar to that in ALL MAJOR FIELDS.

Now that a rather significant data base of average faculty salaries in the individual academic discipline/major field of history is being developed, it is anticipated that articles on this subject will become more valuable for interested administrators and professors.

Richard D. Howe is the originator and director of the annual CUPA faculty salary studies. He is a professor of leadership and higher education at Appalachian State University, Boone, North Carolina.

APPENDICES:

A - OVERALL LIST OF SELECTED DISCIPLINES, page 10

B - LIST OF PUBLIC Participating Institutions, page 11

C - LIST OF PRIVATE Participating Institutions, page 14

APPENDIX A

OVERALL LIST OF SELECTED DISCIPLINES

ACCOUNTING
ADMINISTRATIVE ASSISTANT/SECRETARIAL SCIENCE, GENERAL
ANTHROPOLOGY
AREA, ETHNIC, AND CULTURAL STUDIES
BIOLOGICAL SCIENCES/LIFE SCIENCES
BUSINESS ADMINISTRATION AND MANAGEMENT, GENERAL
BUSINESS MANAGEMENT AND ADMINISTRATIVE SERVICES
BUSINESS/MANAGERIAL ECONOMICS
BUSINESS MARKETING AMD MARKETING MANAGEMENT
CHEMISTRY, GENERAL
COMMUNICATIONS
COMMUNICATION TECHNOLOGIES
COMPUTER AND INFORMATION SCIENCES
COUNSELOR EDUCATION COUNSELING AND GUIDANCE SERVICES
DRAMA/THEATER ARTS, GENERAL
ECONOMICS, GENERAL
EDUCATION
ENGINEERING
ENGINEERING-RELATED TECHNOLOGIES
ENGLISH LANGUAGE AND LITERATURE/LETTERS
FOREIGN LANGUAGES AND LITERATURES
GEOGRAPHY
GEOLOGY
HISTORY, GENERAL
HOME ECONOMICS
LIBRARY SCIENCE
MATHEMATICS
MULTI/INTERDISCIPLINARY STUDIES
MUSIC, GENERAL
NURSING (R.N. TRAINING)
PHILOSOPHY AND RELIGION
PHYSICAL SCIENCES
PHYSICS, GENERAL
POLITICAL SCIENCE, GENERAL
PROTECTIVE SERVICES
PSYCHOLOGY
READING TEACHER EDUCATION
SOCIOLOGY
SPECIAL EDUCATION, GENERAL
SPEECH-LANGUAGE PATHOLOGY AND AUDIOLOGY
TEACHER EDUCATION
VISUAL AND PERFORMING ARTS
TOTAL: 42

APPENDIX B

CUPA Public Faculty Salary-Trend Studies: 1990-91 and 1993-94

Institutions Participating in Both Studies:

Alabama A&M University (AL)
Angelo State University (TX)
Appalachian State University (NC)
Arkansas State University (AR)
Arkansas Technical University (AR)
Armstrong State College (GA)
Auburn University of Montgomery (AL)
Augusta College (GA)
Austin Peay State University (TN)
Ball State University (IN)
Black Hills State University (SD)
Bluefield State College (WV)
Boise State University (ID)
Bowie State University (MD)
Bridgewater State College (MA)
California State University Sacramento (CA)
California State University Stanislaus (CA)
Castleton State College (VT)
Central Michigan University (MI)
Central Missouri State University (MO)
Christopher Newport University (VA)
Clarion University of Pennsylvania (PA)
Cleveland State University (OH)
Clinch Valley College of the University of Virginia (VA)
College of Staten Island of the City University of New York (NY)
Columbus College (GA)
Dakota State University (SD)
Delta State University (MS)
Dickinson State University (ND)
East Central University (OK)
East Stroudsburg University (PA)
East Tennessee State University (TN)
East Texas State University (TX)
Eastern Connecticut State University (CT)
Eastern Illinois University (IL)
Eastern Kentucky University (KY)
Eastern Michigan University (MI)
Eastern Montana College (MT)
Eastern New Mexico University (NM)
Eastern Oregon State College (OR)
Eastern Washington University (WA)
Edinboro University of Pennsylvania (PA)
Emporia State University (KS)
Fitchburg State College (MA)
Fort Hays State University (KS)
Fort Lewis College (CO)
Framingham State College (MA)
Francis Marion University (SC)
Georgia College (GA)
Georgia Southern University (GA)
Georgia Southwestern College (GA)
Grambling State University (LA)
Grand Valley State University (MI)
Harris-Stowe State College (MO)
Henderson State University (AR)
Illinois State University (IL)
Indiana University of Pennsylvania (PA)
Jacksonville State University (AL)
James Madison University (VA)
Keene State College (NH)
Kennesaw State College (GA)
Kent State University (OH)
Kutztown University of Pennsylvania (PA)
Lake Superior State University (MI)
Lander College (SC)
Livingston University (AL)
Longwood College (VA)
Louisiana State University in Shreveport (LA)
Louisiana Tech University (LA)
Mankato State University (MN)
Marshall University (WV)
Mayville State University (NE)
McNeese State University (LA)
Mesa State College (CO)
Metropolitan State College of Denver (CO)
Middle Tennessee State University (TN)
Millersville University of Pennsylvania (PA)
Minot State University (ND)
Mississippi Valley State University (MS)
Missouri Southern State College (MO)
Missouri Western State College (MO)
Montana College of Mineral Science and Technology (MT)
Montclair State College (NJ)
Moorhead State University (MN)
Morehead State University (KY)
Morgan State University (MD)
Murray State University (KY)
New Mexico Highlands University (NM)
Nicholls State University (LA)
North Adams State College (MA)
North Carolina Agricultural and Technical State University (NC)

Participating Institutions (continued):

Northeast Louisiana University (LA)
Northeast Missouri State University (MO)
Northeastern Illinois University (IL)
Northern Arizona University (AZ)
Northern Illinois University (IL)
Northern Kentucky University (KY)
Northern State University (SD)
Northwest Missouri State University (MO)
Northwestern State University (LA)
Oakland University (MI)
Oklahoma Panhandle State University (OK)
Old dominion University (VA)
Oregon Institute of Technology (OR)
Peru State College (NE)
Pittsburg State University (KS)
Portland State University (OR)
Prairie View A&M University (TX)
Purdue University Calumet (IN)
Ramapo College of New Jersey (NJ)
Rhode Island College (RI)
Saginaw Valley State University (MI)
Salem State College (MA)
Salisbury State University (MD)
San Diego State University (CA)
Sangamon State University (IL)
Shawnee State University (OH)
Shippensburg University of Pennsylvania (PA)
Sonoma State University (CA)
Southeast Missouri State University (MO)
Southwastern Louisiana University (LA)
Southeastern Oklahoma State University (OK)
Southern Arkansas University (AR)
Southern college of Technology (GA)
Southern Connecticut State University (CT)
Southern Illinois University at Edwardsville (IL)
Southwest Missouri State University (MO)
Southwest Texas State University (TX)
St. Claud State University (NM)
State University of New York at Brockport (NY)
State University of New York College at Fredonia (NY)
State University of New York College at Geneseo (NY)
State University of New York College at Oneonta (NY)
State University of New York College at Oswego (NY)
State University of New York College at Plattsburgh (NY)
State University of New York College at Potsdam (NY)
Tarleton State University (TX)
Tennessee Technological University (TN)
Texas A&M University-Corpus Christi TX)
Texas Woman's University (TX)
Towson State University (MD)
Trenton State College (NJ)
University of Akron (OH)
University of Alabama in Huntsville (AL)
University of Alaska Southeast (AK)
University of Arkansas at Little Rock (AR)
University of Central Florida (FL)
University of Central Oklahoma (OK)
University of Colorado at Colorado Springs (CO)
University of Guam (GU)
University of Houston-Clear Lake (TX)
University of Maine at Farmington (ME)
University of Maine at Fort Kent (ME)
University of Maryland Baltimore County (MD)
University of Massachusetts Dartmouth (MA)
University of Massachusetts Lowell (MA)
University of Memphis (TN)
University of Missouri-St. Louis (MO)
University of Montevallo (AL)
University of Nebraska at Kearney (NE)
University of Nebraska at Omaha (NE)
University of North Carolina at Asheville (NC)
University of North Carolina at Charlotte (NC)
University of North Carolina at Greensboro (NC)
University of North Carolina at Wilmington (NC)
University of North Texas (TX)
University of Pittsburgh at Bradford (PA)
University of Puerto Rico-Cayey (PR)
University of Puerto Rico-Humacao University College (PR)
University of Science and Arts of Oklahoma (OK)
University of South Alabama (AL)
University of South Carolina at Spartanburg (SC)
University of Southern Carolina-Aiken (SC)
University of South Florida (The) (FL)
University of Southern Colorado (CO)
University of Southern Indiana (IN)
University of Southern Maine (ME)
University of Southern Mississippi (MS)
University of Southwestern Louisiana (LA)
University of Tennessee at Chattanooga (TN)
University of Texas at Dallas (The) (TX)
University of Texas at El Paso (The) (TX)
University of Texas at San Antonio (TX)
University of Texas at Tyler (The) (TX)

Participating Institutions (continued):

University of the Virgin Islands (VI)
University of West Florida (FL)
University of Wisconsin-Eau Claire (WI)
University of Wisconsin-Green Bay (WI)
University of Wisconsin-LaCrosse (WI)
University of Wisconsin-Oshkosh (WI)
University of Wisconsin-Parkside (WI)
University of Wisconsin-Platteville (WI)
Univesrity of Wisconsin-Stevens Point (WI)
University of Wisconsin-Superior (WI)
University of Wisconsin-Whitewater (WI)
Valley City State University (ND)
Washburn University (KS)
Wayne State College (NE)
Weber State University (UT)
West Chester University of Pennsylvania (PA)
West Georgia College (GA)
Western Carolina University (NC)
Western Illinois University (IL)
Western Kentucky University (KY)
Western Michigan University (MI)
Western Montana College (MT)
Western Oregon State College (OR)
Western Washington University (WA)
Wichita State University (The) (KS)
William Paterson College of New Jersey (NJ)
Winston-Salem State University (NC)
Wright State University (OH)
Youngstown State University (OH)

Total Institutions = 221

APPENDIX C

CUPA Private Faculty Salary-Trend Studies: 1990-91 and 1993-94

Institutions Participating in Both Studies:

Abilene Christian University (TX)
Adrian College (MI)
Agnes Scott College (GA)
Albertus Magnus College (CT)
Alfred University (NY)
Allenton College of St. Francis de Sales (PA)
Alma College (MI)
Alvernia College (PA)
Alverno College (WI)
American University (The) (DC)
Amherst College (MA)
Anderson University (IN)
Anna Maria College (MA)
Aquinas College (MI)
Arkansas College (AR)
Ashland University (OH)
Aurora University (IL)
Avila College (MO)
Azusa Pacific University (CA)
Babson College (MA)
Baker College of Flint (MI)
Baldwin-Wallace College (OH)
Barry University (FL)
Beaver College (PA)
Bellarmine College (KY)
Belmont University (TN)
Benedict College (SC)
Benedictine College (KS)
Bentley College (MA)
Bethany College (KS)
Bethany College (WV)
Bethel College (IN)
Bethel College (MN)
Birmingham-Southern College (AL)
Blackburn University (IL)
Bloomfield College (NJ)
Bradley University (OH)
Bridgewater College (VA)
Bryn Mawr College (PA)
Cabrini College (PA)
Caldwell College (NJ)
Calvin College (MI)
Capitol College (MD)
Catawba College (NC)
Catholic University of America (DC)
Centenary College of Louisiana (LA)
Central Baptist College (AR)
Central College (IA)
Charleston Southern University (SC)
Christian Brothers University (TN)
Clarke College (IA)
Clarkson University (NY)
Clear Creek Baptist Bible College (KY)
Coker College (SC)
College of Great Falls (MT)
College of Mount Saint Vincent (NY)
College of Notre Dame (CA)
College of Notre Dame of Maryland (MD)
College of Saint Benedict (MN)
College of Saint Elizabeth (NJ)
College of Saint Rose (NY)
College of St. Catherine (MN)
College of St. Scholastica (MN)
College of the Southwest (NM)
Columbia College (MO
Columbia College (SC)
Concordia College (MN)
Concordia College (NE)
Concordia University Wisconsin (WI)
Cornell College (IA)
Creighton University (NE)
D'Youville College (NY)
Dakota Wesleyan University (SD)
Davidson College (NC)
Davis & Elkins College (WV)
Defiance College (The) (OH)
DePaul University (IL)
Dickinson College (PA)
Doane College (NE)
Dominican College (NY)
Dordt College (IA)
Drake University (IA)
Drew University (NJ)
Drexel University (PA)
Drury College (MO)
Duquesne University (PA)
Eckerd College (FL)
Edgewood College (WI)
Elizabethtown College (PA)
Elmira College (NY)
Emory & Henry College (VA)
Fairfield University (CT)
Ferrum College (VA)
Franciscan University of Steubenville (OH)
Franklin and Marshall College (PA)
Freed-Hardeman University (TN)
Friends University (KS)
Furman University (SC)

Gordon College (MA)
Goshen College (IN)
Great Lakes Bible College (MI)
Grinnell College (IA)
Guilford College (NC)
Hampton University (VA)
Hartwick College (NY)
Hastings College (NE)
Heidelberg College (OH)
Hilbert College (NY)
Hobart and William Smith College (NY)
Holy Family College (PA)
Holy Names College (CA)
Hope College (MI)
Houghton College (NY)
Immaculata College (PA)
Iona College (NY)
Jamestown College (ND)
John Carroll University (OH)
Johnson C. Smith University (NC)
Kalamazoo College (MI)
Kenyon College (OH)
King's College (PA)
La Roche College (PA)
LaGrange College (GA)
Lakeland College (WI)
Lancaster Bible College (PA)
Le Moyne College (NY)
Le Tourneau College (TX)
Lebanon Valley College (PA)
Lees-McRae College (NC)
Limestone College (SC)
Lindsey Wilson College (KY)
Linfield College (OR)
Loras College (IA)
Loyola College (MD)
Loyola Marymount University (CA)
Lubbock Christian University (TX)
Lycoming College (PA)
Lynchburg College (VA)
Malone College (OH)
Manhattan College (NY)
Marist College (NY)
Mars Hill College (NC)
Mary Baldwin College (VA)
Marymount College (NY)
Maryville University of St. Louis (MO)
Marywood College (PA)
Massachusetts Institute of Technology (MA)
Medaille College (NY)
Memphis Theological Seminary (TN)
Mercer University (GA)
Midland Lutheran College (NE)
Midway College (KY)
Millikin University (IL)
Monmouth College (NJ)
Montreat-Anderson College (NC)
Moravian College (PA)
Mount Union College (OH)
Muhlenberg College (PA)
Muskingum College (OH)
Neumann College (PA)
Niagara University (NY)
North Central College (IL)
Northeastern University (MA)
Northland College (WI)
Northwest College (WA)
Northwestern College (IA)
Norwich University (VT)
Notre Dame College (OH)
Oakwood College (AL)
Occidental College (CA)
Oglethorpe University (GA)
Ohio Northern University (OH)
Ohio Wesleyan College (OH)
Olivet Nazarene College (IL)
Our Lady of Holy Cross College (LA)
Our Lady of the Lake University (TX)
Pace University (NY)
Pacific Luthern University (WA)
Palm Beach Atlantic College (FL)
Pepperdine University (CA)
Pikeville College (KY)
Pine Manor College (MA)
Point Park College (PA)
Presbyterian College (SC)
Quincy College (IL)
Quinnipiac College (CT)
Randolph-Macon College (VA)
Randolph-Macon Woman's College (VA)
Reed College (OR)
Reformed Bible College (MI)
Rider College (NJ)
Ripon College (WI)
Rivier College (NH)
Robert Morris College (PA)
Rockhurst College (MO)
Rocky Mountain College (MT)
Rollins College (FL)
Roosevelt University (IL)
Rosary College (IL)
Rose-Hulman Institute of Technology (IN)
Russell Sage College (NY)
Sacred Heart University (CT)
St. Ambrose University (IA)
St. Bonaventure University (NY)
St. Edward's University (TX)
St. Francis College (NY)
Saint Francis College (PA)
St. John Fisher College (NY)
Saint Joseph's University (PA)
Saint Martin's College (WA)
Saint Mary College (KS)
Saint Mary's College (IN)
Saint Mary's College of California (CA)
St. Mary's University of San Antonio (TX)

Participating Institutions (continued):

Rocky Mountain College (MT)
Rollins College (FL)
Roosevelt University (IL)
Rosary College (IL)
Rose-Hulman Institute of Technology (IN)
Russell Sage College (NY)
Sacred Heart University (CT)
Saint Francis College (PA)
Saint Joseph's University (PA)
Saint Martin's College (WA)
Saint Mary College (KS)
Saint Mary's College (IN)
Saint Mary's College of California (CA)
Saint Meinrad College (IN)
Saint Vincent College (PA)
Salem College (NC)
Santa Clara University (CA)
Schreiner College (TX)
Scripps College (CA)
Seattle Pacific University (WA)
Seattle University (WA)
Seton Hill College (PA)
Shorter College (GA)
Siena Heights College (MI)
Simpson College (IA)
Simpson College (CA)
Sioux Falls College (SD)
Skidmore College (NY)
Southwestern Assemblies of God College (TX)
Spalding University (KY)
Spring Hill College (AL)
St. Ambrose University (IA)
St. Bonaventure University (NY)
St. Edward's University (TX)
St. Francis College (NY)
St. John Fisher College (NY)
St. John's University (MN)
St. Norbert College (WI)
St. Thomas University (FL)
Stanford University (CA)
Stillman College (AL)
Susquehanna University (PA)
Syracuse University (NY)
Tabor College (KS)
Teikyo Westmar University (IA)
Texas Christian University (TX)
Thomas More College (KY)
Tiffin University (OH)
Transylvania University (KY)
Tri-State University (IN)
Tusculum College (TN)
Tuskegee University (AL)
Union Institute (The) (OH)
Union University (TN)
University of Bridgeport (CT)
University of Central Texas (TX)
University of Charleston (The) (WV)
University of Dallas (TX)
University of Dayton (OH)
University of Denver (CO)
University of Dubuque (IA)
University of Evansville (IN)
University of La Verne (CA)
University of Miami (FL)
University of New Haven (CT)
University of Portland (OR)
University of Richmond (VA)
University of San Diego (CA)
University of San Francisco (CA)
University of St. Thomas (TX)
University of St. Thomas (MN)
University of the Ozarks (AR)
University of The South (The) (TN)
University of Tulsa (OK)
Upper Iowa University (IA)
Villanova University (PA)
Viterbo College (WI)
Walsh College (OH)
Warner Southern College (FL)
Wartburg College (IA)
Washington and Jefferson College (PA)
Washington and Lee University (VA)
Washington College (MD)
Webber College (FL)
Wesley College (DE)
Wesleyan College (GA)
Western Baptist College (OR)
Western Maryland College (MD)
Westminster College (PA)
Westminster College of Salt Lake City (UT)
Wheaton College (MA)
Wheeling Jesuit College, Inc. (WV)
Whittier College (CA)
Widener University (PA)
William Jewell College (MO)
Wilmington College (OH)
Wilmington College (DE)
Wingate College (NC)
Wisconsin Lutheran College (WI)
Woodbury University (CA)
York College of Pennsylvania (PA)

Total Institutions: 306

SALARY-TREND STUDY OF FACULTY IN HOME ECONOMICS FOR THE YEARS 1990-91 and 1993-94

By
Richard D. Howe and Sammie Garner

Since 1982-83 the College and University Personnel Association (CUPA) in Washington, D.C., in cooperation with Appalachian State University in Boone, North Carolina, has conducted annual national faculty salary studies by discipline and rank each year through 1993-94. Each year two separate studies are conducted, one for public senior colleges and universities, and the other for private senior colleges and universities.

Salary data for each study were collected and tabulated for full-time teaching faculty in 42 selected academic disciplines including home economics. The disciplines were chosen from among those defined by _A Classification of Instructional Programs_ (_CIP_), 1990. The definition of the discipline/major field of home economics in the _CIP_ is as follows:

> A summary of groups of instructional programs that describe the relationship of the physical, social, emotional, and intellectual environments to the development of individuals, homes and families, and the effects of these factors on society and the workplace.*
>
> [*_A Classification of Instructional Programs_ (Washington, D.C.: National Center for Education Statistics, [1990], p. 103--19.).]

This article presents a summary of the overall average salary increases in the discipline/major field of home economics from the "baseline year" of 1990-91 to and including the "trend year" of 1993-94 for both public and private institutions. Of the 282 institutions which participated in CUPA's PUBLIC study of 1990-91, 221 also participated in 1993-94. Data from those same 221 institutions were used in both the baseline year and the trend year. Of the 494

institutions which participated in CUPA's PRIVATE study of 1990-91, 306 also participated in 1993-94. Data from those same 306 institutions were used in both the baseline year and the trend year.

This article lists the average salaries of home economics for both public and private participating institutions by rank, including NEW ASST PROF (new assistant professor), the FAC MIX PCT (faculty mix percentage) and the SALARY FACTOR. In addition, comparisons are made with the CPI (Consumer Price Index) of changes in cost-of-living between the two studies for each of the two study years (1990-91 and 1993-94).

The CPI uses a base period of 1982-84 and is based on prices of food, clothing, shelter and fuels, transportation, medical care, entertainment, and other goods and services that people buy for day-to-day living. In examining trends in faculty salary, it is important to consider any changes in the purchasing power of salaries due to inflation. Thus by comparing changes in the faculty salaries with the CPI, a more precise representation of "real" salary increases is yielded.

The salary is based on a nine- or ten-month academic year salary of full-time faculty only. It does not include any faculty members teaching less than 51 percent. Salary for summer academic work, fringe benefits, and perquisites are not included in the salary data. The average salary is based on the study information with the assumption that all employees are full-time. The average salary displayed is an average of all faculty salaries reported for a given rank and discipline.

The "NUM" means the number of faculty members whose salaries were included to compute the average salary.

The "N/IN" means the number of institutions that reported salary data for a given academic rank and discipline/major field.

The FAC MIX PCT is the percentage of faculty in a given discipline/major

field who hold a given academic rank. For example, a FAC MIX PCT factor of 29.7 for associate professor of home economics in the 1990-91 public study means that 29.7 percent of the faculty in that discipline/major field hold the rank of associate professor.

The SALARY FACTOR for a given rank of a given discipline/major field is the ratio of the average salary to the total average salary of all institutions in each of the four studies: PUBLIC 1990-91, PUBLIC 1993-94, PRIVATE 1990-91 and PRIVATE 1993-94. For example, a SALARY FACTOR of .95 for associate professors in the discipline/major field of home economics in the 1990-91 public study means that their average salary is five percent lower than the average salary of all associate professors in all institutions in that study.

NEW ASST PROF is the grouping of assistant professors who were hired for the first time in the fall of the study year (1990-91 or 1993-94). All information for this group was included in the ASST PROF group for reporting purposes. This group is used mainly for new hiring information.

ALL MAJOR FIELDS is the entire data base for all 42 disciplines/major fields in each of the four studies. It is used to compare, among other things, the discipline/major field of home economics with the entire data base for each study.

Of particular importance to the reader is noting the size of the sample on which each percentage or dollar value is based. The smaller the number in the group, the greater the effect of extreme scores on a descriptive statistic such as the average. It should be noted also that any large disparity in the sample sizes between the "baseline year" of 1990-91 and the "trend year" of 1993-94 will lessen the reliability and validity of any conclusions that one might make based on a simple comparison of averages.

	PROF			ASSO PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN
PUBLIC, 1990-91:							DISCIPLINE: HOME ECONOMICS MAJOR FIELD: HOME ECONOMICS											
SALARY:	48476	144	54	38269	218	70	32386	281	79	32086	42	26	24773	92	48	36330	735	86
FAC MIX PCT:	19.6%			29.7%			38.2%			5.7%			12.5%			100.0%		
SALARY FACTOR:	0.98			0.95			0.97			0.99			0.95			0.91%		
							ALL MAJOR FIELDS											
AVERAGE SALARY:	49382	20535		40201	17323		33479	17898		32406	2968		25977	5278		40089	61034	221
FAC MIX PCT:	33.6%			28.4%			29.3%			4.9%			8.6%			100.0%		
PUBLIC, 1993-94:							DISCIPLINE: HOME ECONOMICS MAJOR FIELD: HOME ECONOMICS											
AVERAGE SALARY:	51597	142	55	41580	209	60	34932	251	71	35777	28	20	26579	77	36	39516	679	76
FAC MIX PCT:	20.9%			30.8%			37.0%			4.1%			11.3%			100.0%		
SALARY FACTOR:	0.96			0.96			0.96			1.03			0.97			0.90		
							ALL MAJOR FIELDS											
AVERAGE SALARY:	53700	20965		43457	17404		36275	17890		34850	2587		27419	4384		43720	60643	221
FAC MIX PCT:	34.6%			28.7%			29.5%			4.3%			7.2%			100.0%		
PRIVATE, 1990-91:							DISCIPLINE: HOME ECONOMICS MAJOR FIELD: HOME ECONOMICS											
AVERAGE SALARY:	41482	27	15	35808	48	23	30392	79	27	29767	9	6	25197	15	9	33241	169	36
FAC MIX PCT:	16.0%			28.4%			46.7%			5.3%			8.9%			100.0%		
SALARY FACTOR:	0.81			0.91			0.93			0.96			0.96			0.83		
							ALL MAJOR FIELDS											
AVERAGE SALARY:	51194	10278		39238	9563		32704	9984		30965	1513		26246	1868		40291	31693	306
FAC MIX PCT:	32.4%			30.2%			31.5%			4.8%			5.9%			100.0%		
PRIVATE, 1993-94:							DISCIPLINE: HOME ECONOMICS MAJOR FIELD: HOME ECONOMICS											
AVERAGE SALARY:	49861	28	14	39612	48	22	33990	55	29	29707	4	4	26033	12	7	38317	143	36
FAC MIX PCT:	19.6%			33.6%			38.5%			2.8%			8.4%			100.0%		
SALARY FACTOR:	0.86			0.90			0.94			0.88			0.91			0.84		
							ALL MAJOR FIELDS											
AVERAGE SALARY:	57805	10854		43900	9968		36283	10119		33719	1372		28694	1637		45403	32578	306
FAC MIX PCT:	33.3%			30.6%			31.1%			4.2%			5.0%			100.0%		

RESULTS OF THE TWO PUBLIC STUDIES, 1990-91 and 1993-94

In the PUBLIC 1990-91 salary study in the above table, the reader may note that the discipline/major field of home economics was reported in 86 of the 221 public institutions. The average salary of the 735 faculty was $36,330. This average salary was approximately 10.3 percent lower than the average salary of $40,089 for all 61,034 faculty in ALL MAJOR FIELDS in the 1990-91 public study.

In the PUBLIC 1993-94 salary study in the above table, the discipline/major field of home economics was reported in 76 of the same 221 public institutions. The average salary of the 679 faculty was $39,516. This average salary was approximately 10.6 percent lower than the average salary of $43,720 for all 60,643 faculty in ALL MAJOR FIELDS in the 1993-94 public study.

The increase in average salaries for all faculty in the discipline/major field of home economics after three years in the public institutions studied was 8.8 percent ($39,516 minus $36,330 equals $3,186). The CPI of increased cost-of-living between October 1990 and October 1993 was 9.1 percent. In comparison with the CPI, there was a relative increase in home economics average faculty salaries over the three-year period by .3 percent or an average of .1 percent each year below the cost-of-living.

The increase in average salaries for all faculty in ALL MAJOR FIELDS after three years in the public institutions studied was 9.1 percent ($43,720 minus $40,089 equals $3,631). In comparison to the discipline/major field of home economics (8.8%) therefore, the faculty in ALL MAJOR FIELDS received a relative increase in their salaries of .3 percent (9.1% minus 8.8% equals .3%) more than faculty in the discipline/major field of home economics.

The reader may note that the faculty mix percentage in home economics is lower at the professor rank than at the assistant professor rank in the 1990-91 study: 19.6 percent vs. 38.2 percent, and in the 1993-94 study it is 20.9 percent vs. 37.0 percent, respectively. The differences in faculty mix percentage at the ranks of professor and assistant professor in ALL MAJOR FIELDS for both public studies are as follows: 33.6 percent vs. 29.3 percent (1990-91) and 34.6 percent vs. 29.5 percent (1993-94), respectively.

Finally, the hiring rate of new assistant professors in home economics in the public studies was higher than the hiring rate of ALL MAJOR FIELDS in 1990-91: 5.7 percent (42/735) vs. 4.9 percent (2,968,/61,034), respectively; and lower in 1993-94, 4.1 percent (28/679) vs. 4.3 percent (2,587/60,643), respectively.

RESULTS OF THE TWO PRIVATE STUDIES, 1990-91 and 1993-94

In the PRIVATE 1990-91 salary study in the above table, the reader may note that the discipline/major field of home economics was reported in 36 of the 306 private institutions. The average salary of the 169 faculty was $33,241. This average salary was 21.2 percent lower than the average salary of $40,291 for all 31,693 faculty in ALL MAJOR FIELDS in the 1990-91 private study.

In the PRIVATE 1993-94 salary study in the above table, the discipline/-major field of home economics was reported in 36 of the same 306 private institutions. The average salary of the 143 faculty was $38,317. This average salary was 18.5 percent lower than the average salary of $45,403 for all 32,578 faculty in ALL MAJOR FIELDS in the 1993-94 private study.

The increase in average salaries for all faculty in home economics after three years in the private institutions studied was 15.3 percent ($38,317 minus $33,241 equals $5,076). The CPI of increased cost-of-living between October 1990 and October 1993 was 9.1 percent. A more realistic increase, therefore, in the average faculty salaries over the three-year time period, is 6.2 percent or 2.1 percent each year above the cost-of-living.

The increase in average salaries for all faculty in ALL MAJOR FIELDS after three years in the private institutions studied was 12.7 percent ($45,403 minus

$40,291 equals $5,112). In comparison to the discipline/major field of home economics (15.3%), therefore, the faculty in ALL MAJOR FIELDS increased their salaries by 2.6 percent (15.3% minus 12.7% equals 2.6%) less than faculty in home economics.

In the discipline/major field of home economics, the reader may note that the faculty mix percentage is lower at the professor rank in comparison to the assistant professor rank in both studies: 16.0 percent vs. 46.7 percent (1990-91), respectively; and 19.6 percent vs. 38.5 percent, (1993-94), respectively. The differences in the ranks of professor and assistant professor in ALL MAJOR FIELDS for both private studies are as follows: 32.4 percent vs. 31.5 percent (1990-91), and 33.3 percent vs. 31.1 percent (1993-94), respectively.

Finally, the reader may note that the hiring rate of new assistant professors in home economics was higher than the hiring rate in ALL MAJOR FIELDS in the 1990-91 private study: 5.3 percent (9/169) vs. 4.8 percent (1,513/31,693), respectively, and lower in the 1993-94 private study: 2.8 percent (4/143) vs. 4.2 percent (1,372/32,578), respectively.

CONCLUDING REMARKS

This article presented salary-trend information on the academic discipline/-major field of home economics and compared that information with ALL MAJOR FIELDS and with the CPI over a period of three years from the "baseline year" of 1990-91 through the "trend year" of 1993-94. Two studies, one for public institutions, and the other for private institutions were conducted for the baseline year and for the trend year--a total of four studies. A total of 1,726 (.9%) faculty in the discipline/major field of home economics participated and were included in the 42 disciplines/major fields in each of the four studies and in the overall total of 185,948 participating faculty. The same 221 public institutions and the same 306 private institutions in the United States participated in the baseline year and in the trend year.

Although many interpolations and extrapolations of the data may be made, a few of the more important ones are as follows. First, the average faculty salary in the discipline/major field of home economics in 1990-91 in the public and private studies were some nine percent and 17 percent below the average faculty salary factors for all ranks in ALL MAJOR FIELDS (1.00), respectively. The average faculty salary factors for all ranks in the discipline/major field of home economics in 1993-94 in the public and private studies were 10 percent and 16 percent below the average salary factors for all ranks in ALL MAJOR FIELDS (1.00), respectively.

Second, the CPI of October 1993 increased 9.1 percent from the CPI of October 1990, and indicates that the faculty in home economics in the public institutions received an average annual salary increase of .3 percent below the cost-of-living. In the private institutions the annual average salary increase was 2.1 percent above the cost-of-living.

Third, in the discipline/major field of home economics the professor rank FAC MIX PCTs are significantly lower than those in the assistant professor rank in both the 1990-91 and 1993-94 public and private studies.

Finally, the hiring rate of new assistant professors in home economics in the 1990-91 public study was higher than in ALL MAJOR FIELDS but lower in the 1993-94 study. In the 1990-91 private study the hiring rate was higher but in the 1993-94 study it was lower.

Now that a rather significant data base of average faculty salaries in the individual academic discipline/major field of home economics is being developed, it is anticipated that future articles on this subject will become more valuable for interested administrators and professors.

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APPENDICES:

A - OVERALL LIST OF SELECTED DISCIPLINES, page 10

B - LIST OF PUBLIC Participating Institutions, page 11

C - LIST OF PRIVATE Participating Institutions, page 14

APPENDIX A

OVERALL LIST OF SELECTED DISCIPLINES

ACCOUNTING
ADMINISTRATIVE ASSISTANT/SECRETARIAL SCIENCE, GENERAL
ANTHROPOLOGY
AREA, ETHNIC, AND CULTURAL STUDIES
BIOLOGICAL SCIENCES/LIFE SCIENCES
BUSINESS ADMINISTRATION AND MANAGEMENT, GENERAL
BUSINESS MANAGEMENT AND ADMINISTRATIVE SERVICES
BUSINESS/MANAGERIAL ECONOMICS
BUSINESS MARKETING AMD MARKETING MANAGEMENT
CHEMISTRY, GENERAL
COMMUNICATIONS
COMMUNICATION TECHNOLOGIES
COMPUTER AND INFORMATION SCIENCES
COUNSELOR EDUCATION COUNSELING AND GUIDANCE SERVICES
DRAMA/THEATER ARTS, GENERAL
ECONOMICS, GENERAL
EDUCATION
ENGINEERING
ENGINEERING-RELATED TECHNOLOGIES
ENGLISH LANGUAGE AND LITERATURE/LETTERS
FOREIGN LANGUAGES AND LITERATURES
GEOGRAPHY
GEOLOGY
HISTORY, GENERAL
HOME ECONOMICS
LIBRARY SCIENCE
MATHEMATICS
MULTI/INTERDISCIPLINARY STUDIES
MUSIC, GENERAL
NURSING (R.N. TRAINING)
PHILOSOPHY AND RELIGION
PHYSICAL SCIENCES
PHYSICS, GENERAL
POLITICAL SCIENCE, GENERAL
PROTECTIVE SERVICES
PSYCHOLOGY
READING TEACHER EDUCATION
SOCIOLOGY
SPECIAL EDUCATION, GENERAL
SPEECH-LANGUAGE PATHOLOGY AND AUDIOLOGY
TEACHER EDUCATION
VISUAL AND PERFORMING ARTS

TOTAL: 42

APPENDIX B

CUPA Public Faculty Salary-Trend Studies: 1990-91 and 1993-94

Institutions Participating in Both Studies:

Alabama A&M University (AL)
Angelo State University (TX)
Appalachian State University (NC)
Arkansas State University (AR)
Arkansas Technical University (AR)
Armstrong State College (GA)
Auburn University of Montgomery (AL)
Augusta College (GA)
Austin Peay State University (TN)
Ball State University (IN)
Black Hills State University (SD)
Bluefield State College (WV)
Boise State University (ID)
Bowie State University (MD)
Bridgewater State College (MA)
California State University Sacramento (CA)
California State University Stanislaus (CA)
Castleton State College (VT)
Central Michigan University (MI)
Central Missouri State University (MO)
Christopher Newport University (VA)
Clarion University of Pennsylvania (PA)
Cleveland State University (OH)
Clinch Valley College of the University of Virginia (VA)
College of Staten Island of the City University of New York (NY)
Columbus College (GA)
Dakota State University (SD)
Delta State University (MS)
Dickinson State University (ND)
East Central University (OK)
East Stroudsburg University (PA)
East Tennessee State University (TN)
East Texas State University (TX)
Eastern Connecticut State University (CT)
Eastern Illinois University (IL)
Eastern Kentucky University (KY)
Eastern Michigan University (MI)
Eastern Montana College (MT)
Eastern New Mexico University (NM)
Eastern Oregon State College (OR)
Eastern Washington University (WA)
Edinboro University of Pennsylvania (PA)
Emporia State University (KS)
Fitchburg State College (MA)
Fort Hays State University (KS)
Fort Lewis College (CO)
Framingham State College (MA)
Francis Marion University (SC)
Georgia College (GA)
Georgia Southern University (GA)
Georgia Southwestern College (GA)
Grambling State University (LA)
Grand Valley State University (MI)
Harris-Stowe State College (MO)
Henderson State University (AR)
Illinois State University (IL)
Indiana University of Pennsylvania (PA)
Jacksonville State University (AL)
James Madison University (VA)
Keene State College (NH)
Kennesaw State College (GA)
Kent State University (OH)
Kutztown University of Pennsylvania (PA)
Lake Superior State University (MI)
Lander College (SC)
Livingston University (AL)
Longwood College (VA)
Louisiana State University in Shreveport (LA)
Louisiana Tech University (LA)
Mankato State University (MN)
Marshall University (WV)
Mayville State University (NE)
McNeese State University (LA)
Mesa State College (CO)
Metropolitan State College of Denver (CO)
Middle Tennessee State University (TN)
Millersville University of Pennsylvania (PA)
Minot State University (ND)
Mississippi Valley State University (MS)
Missouri Southern State College (MO)
Missouri Western State College (MO)
Montana College of Mineral Science and Technology (MT)
Montclair State College (NJ)
Moorhead State University (MN)
Morehead State University (KY)
Morgan State University (MD)
Murray State University (KY)
New Mexico Highlands University (NM)
Nicholls State University (LA)
North Adams State College (MA)
North Carolina Agricultural and Technical State University (NC)

Participating Institutions (continued):

Northeast Louisiana University (LA)
Northeast Missouri State University (MO)
Northeastern Illinois University (IL)
Northern Arizona University (AZ)
Northern Illinois University (IL)
Northern Kentucky University (KY)
Northern State University (SD)
Northwest Missouri State University (MO)
Northwestern State University (LA)
Oakland University (MI)
Oklahoma Panhandle State University (OK)
Old dominion University (VA)
Oregon Institute of Technology (OR)
Peru State College (NE)
Pittsburg State University (KS)
Portland State University (OR)
Prairie View A&M University (TX)
Purdue University Calumet (IN)
Ramapo College of New Jersey (NJ)
Rhode Island College (RI)
Saginaw Valley State University (MI)
Salem State College (MA)
Salisbury State University (MD)
San Diego State University (CA)
Sangamon State University (IL)
Shawnee State University (OH)
Shippensburg University of Pennsylvania (PA)
Sonoma State University (CA)
Southeast Missouri State University (MO)
Southwastern Louisiana University (LA)
Southeastern Oklahoma State University (OK)
Southern Arkansas University (AR)
Southern college of Technology (GA)
Southern Connecticut State University (CT)
Southern Illinois University at Edwardsville (IL)
Southwest Missouri State University (MO)
Southwest Texas State University (TX)
St. Claud State University (NM)
State University of New York at Brockport (NY)
State University of New York College at Fredonia (NY)
State University of New York College at Geneseo (NY)
State University of New York College at Oneonta (NY)
State University of New York College at Oswego (NY)
State University of New York College at Plattsburgh (NY)
State University of New York College at Potsdam (NY)
Tarleton State University (TX)
Tennessee Technological University (TN)
Texas A&M University-Corpus Christi TX)
Texas Woman's University (TX)
Towson State University (MD)
Trenton State College (NJ)
University of Akron (OH)
University of Alabama in Huntsville (AL)
University of Alaska Southeast (AK)
University of Arkansas at Little Rock (AR)
University of Central Florida (FL)
University of Central Oklahoma (OK)
University of Colorado at Colorado Springs (CO)
University of Guam (GU)
University of Houston-Clear Lake (TX)
University of Maine at Farmington (ME)
University of Maine at Fort Kent (ME)
University of Maryland Baltimore County (MD)
University of Massachusetts Dartmouth (MA)
University of Massachusetts Lowell (MA)
University of Memphis (TN)
University of Missouri-St. Louis (MO)
University of Montevallo (AL)
University of Nebraska at Kearney (NE)
University of Nebraska at Omaha (NE)
University of North Carolina at Asheville (NC)
University of North Carolina at Charlotte (NC)
University of North Carolina at Greensboro (NC)
University of North Carolina at Wilmington (NC)
University of North Texas (TX)
University of Pittsburgh at Bradford (PA)
University of Puerto Rico-Cayey (PR)
University of Puerto Rico-Humacao University College (PR)
University of Science and Arts of Oklahoma (OK)
University of South Alabama (AL)
University of South Carolina at Spartanburg (SC)
University of Southern Carolina-Aiken (SC)
University of South Florida (The) (FL)
University of Southern Colorado (CO)
University of Southern Indiana (IN)
University of Southern Maine (ME)
University of Southern Mississippi (MS)
University of Southwestern Louisiana (LA)
University of Tennessee at Chattanooga (TN)
University of Texas at Dallas (The) (TX)
University of Texas at El Paso (The) (TX)
University of Texas at San Antonio (TX)
University of Texas at Tyler (The) (TX)

Participating Institutions (continued):

University of the Virgin Islands (VI)
University of West Florida (FL)
University of Wisconsin-Eau Claire (WI)
University of Wisconsin-Green Bay (WI)
University of Wisconsin-LaCrosse (WI)
University of Wisconsin-Oshkosh (WI)
University of Wisconsin-Parkside (WI)
University of Wisconsin-Platteville (WI)
Univesrity of Wisconsin-Stevens Point (WI)
University of Wisconsin-Superior (WI)
University of Wisconsin-Whitewater (WI)
Valley City State University (ND)
Washburn University (KS)
Wayne State College (NE)
Weber State University (UT)
West Chester University of Pennsylvania (PA)
West Georgia College (GA)
Western Carolina University (NC)
Western Illinois University (IL)
Western Kentucky University (KY)
Western Michigan University (MI)
Western Montana College (MT)
Western Oregon State College (OR)
Western Washington University (WA)
Wichita State University (The) (KS)
William Paterson College of New Jersey (NJ)
Winston-Salem State University (NC)
Wright State University (OH)
Youngstown State University (OH)

Total Institutions = 221

APPENDIX C

CUPA Private Faculty Salary-Trend Studies: 1990-91 and 1993-94

Institutions Participating in Both Studies:

Abilene Christian University (TX)
Adrian College (MI)
Agnes Scott College (GA)
Albertus Magnus College (CT)
Alfred University (NY)
Allenton College of St. Francis de Sales (PA)
Alma College (MI)
Alvernia College (PA)
Alverno College (WI)
American University (The) (DC)
Amherst College (MA)
Anderson University (IN)
Anna Maria College (MA)
Aquinas College (MI)
Arkansas College (AR)
Ashland University (OH)
Aurora University (IL)
Avila College (MO)
Azusa Pacific University (CA)
Babson College (MA)
Baker College of Flint (MI)
Baldwin-Wallace College (OH)
Barry University (FL)
Beaver College (PA)
Bellarmine College (KY)
Belmont University (TN)
Benedict College (SC)
Benedictine College (KS)
Bentley College (MA)
Bethany College (KS)
Bethany College (WV)
Bethel College (IN)
Bethel College (MN)
Birmingham-Southern College (AL)
Blackburn University (IL)
Bloomfield College (NJ)
Bradley University (OH)
Bridgewater College (VA)
Bryn Mawr College (PA)
Cabrini College (PA)
Caldwell College (NJ)
Calvin College (MI)
Capitol College (MD)
Catawba College (NC)
Catholic University of America (DC)
Centenary College of Louisiana (LA)
Central Baptist College (AR)
Central College (IA)
Charleston Southern University (SC)
Christian Brothers University (TN)
Clarke College (IA)
Clarkson University (NY)
Clear Creek Baptist Bible College (KY)
Coker College (SC)
College of Great Falls (MT)
College of Mount Saint Vincent (NY)
College of Notre Dame (CA)
College of Notre Dame of Maryland (MD)
College of Saint Benedict (MN)
College of Saint Elizabeth (NJ)
College of Saint Rose (NY)
College of St. Catherine (MN)
College of St. Scholastica (MN)
College of the Southwest (NM)
Columbia College (MO
Columbia College (SC)
Concordia College (MN)
Concordia College (NE)
Concordia University Wisconsin (WI)
Cornell College (IA)
Creighton University (NE)
D'Youville College (NY)
Dakota Wesleyan University (SD)
Davidson College (NC)
Davis & Elkins College (WV)
Defiance College (The) (OH)
DePaul University (IL)
Dickinson College (PA)
Doane College (NE)
Dominican College (NY)
Dordt College (IA)
Drake University (IA)
Drew University (NJ)
Drexel University (PA)
Drury College (MO)
Duquesne University (PA)
Eckerd College (FL)
Edgewood College (WI)
Elizabethtown College (PA)
Elmira College (NY)
Emory & Henry College (VA)
Fairfield University (CT)
Ferrum College (VA)
Franciscan University of Steubenville (OH)
Franklin and Marshall College (PA)
Freed-Hardeman University (TN)
Friends University (KS)
Furman University (SC)

Gordon College (MA)
Goshen College (IN)
Great Lakes Bible College (MI)
Grinnell College (IA)
Guilford College (NC)
Hampton University (VA)
Hartwick College (NY)
Hastings College (NE)
Heidelberg College (OH)
Hilbert College (NY)
Hobart and William Smith College (NY)
Holy Family College (PA)
Holy Names College (CA)
Hope College (MI)
Houghton College (NY)
Immaculata College (PA)
Iona College (NY)
Jamestown College (ND)
John Carroll University (OH)
Johnson C. Smith University (NC)
Kalamazoo College (MI)
Kenyon College (OH)
King's College (PA)
La Roche College (PA)
LaGrange College (GA)
Lakeland College (WI)
Lancaster Bible College (PA)
Le Moyne College (NY)
Le Tourneau College (TX)
Lebanon Valley College (PA)
Lees-McRae College (NC)
Limestone College (SC)
Lindsey Wilson College (KY)
Linfield College (OR)
Loras College (IA)
Loyola College (MD)
Loyola Marymount University (CA)
Lubbock Christian University (TX)
Lycoming College (PA)
Lynchburg College (VA)
Malone College (OH)
Manhattan College (NY)
Marist College (NY)
Mars Hill College (NC)
Mary Baldwin College (VA)
Marymount College (NY)
Maryville University of St. Louis (MO)
Marywood College (PA)
Massachusetts Institute of Technology (MA)
Medaille College (NY)
Memphis Theological Seminary (TN)
Mercer University (GA)
Midland Lutheran College (NE)
Midway College (KY)
Millikin University (IL)
Monmouth College (NJ)
Montreat-Anderson College (NC)
Moravian College (PA)
Mount Union College (OH)
Muhlenberg College (PA)
Muskingum College (OH)
Neumann College (PA)
Niagara University (NY)
North Central College (IL)
Northeastern University (MA)
Northland College (WI)
Northwest College (WA)
Northwestern College (IA)
Norwich University (VT)
Notre Dame College (OH)
Oakwood College (AL)
Occidental College (CA)
Oglethorpe University (GA)
Ohio Northern University (OH)
Ohio Wesleyan College (OH)
Olivet Nazarene College (IL)
Our Lady of Holy Cross College (LA)
Our Lady of the Lake University (TX)
Pace University (NY)
Pacific Luthern University (WA)
Palm Beach Atlantic College (FL)
Pepperdine University (CA)
Pikeville College (KY)
Pine Manor College (MA)
Point Park College (PA)
Presbyterian College (SC)
Quincy College (IL)
Quinnipiac College (CT)
Randolph-Macon College (VA)
Randolph-Macon Woman's College (VA)
Reed College (OR)
Reformed Bible College (MI)
Rider College (NJ)
Ripon College (WI)
Rivier College (NH)
Robert Morris College (PA)
Rockhurst College (MO)
Rocky Mountain College (MT)
Rollins College (FL)
Roosevelt University (IL)
Rosary College (IL)
Rose-Hulman Institute of Technology (IN)
Russell Sage College (NY)
Sacred Heart University (CT)
St. Ambrose University (IA)
St. Bonaventure University (NY)
St. Edward's University (TX)
St. Francis College (NY)
Saint Francis College (PA)
St. John Fisher College (NY)
Saint Joseph's University (PA)
Saint Martin's College (WA)
Saint Mary College (KS)
Saint Mary's College (IN)
Saint Mary's College of California (CA)
St. Mary's University of San Antonio (TX)

Participating Institutions (continued):

Rocky Mountain College (MT)
Rollins College (FL)
Roosevelt University (IL)
Rosary College (IL)
Rose-Hulman Institute of Technology (IN)
Russell Sage College (NY)
Sacred Heart University (CT)
Saint Francis College (PA)
Saint Joseph's University (PA)
Saint Martin's College (WA)
Saint Mary College (KS)
Saint Mary's College (IN)
Saint Mary's College of California (CA)
Saint Meinrad College (IN)
Saint Vincent College (PA)
Salem College (NC)
Santa Clara University (CA)
Schreiner College (TX)
Scripps College (CA)
Seattle Pacific University (WA)
Seattle University (WA)
Seton Hill College (PA)
Shorter College (GA)
Siena Heights College (MI)
Simpson College (IA)
Simpson College (CA)
Sioux Falls College (SD)
Skidmore College (NY)
Southwestern Assemblies of God College (TX)
Spalding University (KY)
Spring Hill College (AL)
St. Ambrose University (IA)
St. Bonaventure University (NY)
St. Edward's University (TX)
St. Francis College (NY)
St. John Fisher College (NY)
St. John's University (MN)
St. Norbert College (WI)
St. Thomas University (FL)
Stanford University (CA)
Stillman College (AL)
Susquehanna University (PA)
Syracuse University (NY)
Tabor College (KS)
Teikyo Westmar University (IA)
Texas Christian University (TX)
Thomas More College (KY)
Tiffin University (OH)
Transylvania University (KY)
Tri-State University (IN)
Tusculum College (TN)
Tuskegee University (AL)
Union Institute (The) (OH)
Union University (TN)
University of Bridgeport (CT)
University of Central Texas (TX)
University of Charleston (The) (WV)
University of Dallas (TX)
University of Dayton (OH)
University of Denver (CO)
University of Dubuque (IA)
University of Evansville (IN)
University of La Verne (CA)
University of Miami (FL)
University of New Haven (CT)
University of Portland (OR)
University of Richmond (VA)
University of San Diego (CA)
University of San Francisco (CA)
University of St. Thomas (TX)
University of St. Thomas (MN)
University of the Ozarks (AR)
University of The South (The) (TN)
University of Tulsa (OK)
Upper Iowa University (IA)
Villanova University (PA)
Viterbo College (WI)
Walsh College (OH)
Warner Southern College (FL)
Wartburg College (IA)
Washington and Jefferson College (PA)
Washington and Lee University (VA)
Washington College (MD)
Webber College (FL)
Wesley College (DE)
Wesleyan College (GA)
Western Baptist College (OR)
Western Maryland College (MD)
Westminster College (PA)
Westminster College of Salt Lake City (UT)
Wheaton College (MA)
Wheeling Jesuit College, Inc. (WV)
Whittier College (CA)
Widener University (PA)
William Jewell College (MO)
Wilmington College (OH)
Wilmington College (DE)
Wingate College (NC)
Wisconsin Lutheran College (WI)
Woodbury University (CA)
York College of Pennsylvania (PA)

Total Institutions: 306

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SALARY-TREND STUDY OF FACULTY IN LIBRARY SCIENCE
FOR THE YEARS
1990-91 AND 1993-94

By
Richard D. Howe and Linda Veltze

Since 1982-83 the College and University Personnel Association (CUPA) in Washington, D.C., in cooperation with Appalachian State University in Boone, North Carolina, has conducted annual national faculty salary studies by discipline and rank each year through 1993-94. Each year two separate studies are conducted, one for public senior colleges and universities, and the other for private senior colleges and universities.

Salary data for each study were collected and tabulated for full-time teaching faculty in 42 selected academic disciplines including library science. The disciplines were chosen from among those defined by _A Classification of Instructional Programs_ (_CIP_), 1990. The definition of the discipline/major field of library science in the _CIP_ is as follows:

> A summary of groups of instructional programs that describe the knowledge and skills required to manage and/or maintain libraries and related information and record systems, collections and facilities for research and general use.*
>
> [*_A Classification of Instructional Programs_ (Washington, D.C.: National Center for Education Statistics, [1990], p. 113--25.).]

This article presents a summary of the overall average salary increases in the discipline/major field of library science from the "baseline year" of 1990-91 to and including the "trend year" of 1993-94 for both public and private institutions. Of the 282 institutions which participated in CUPA's PUBLIC study of 1990-91, 221 also participated in 1993-94. Data from those same 221 institutions were used in both the baseline year and the trend year. Of the 494

institutions which participated in CUPA's PRIVATE study of 1990-91, 306 also participated in 1993-94. Data from those same 306 institutions were used in both the baseline year and the trend year.

This article lists the average salaries of library science faculty in both public and private participating institutions by rank, including NEW ASST PROF (new assistant professor), the FAC MIX PCT (faculty mix percentage) and the SALARY FACTOR. In addition, comparisons are made with the CPI (Consumer Price Index) of changes in cost-of-living between the two studies for each of the two study years (1990-91 and 1993-94).

The CPI uses a base period of 1982-84 and is based on prices of food, clothing, shelter and fuels, transportation, medical care, entertainment, and other goods and services that people buy for day-to-day living. In examining trends in faculty salary, it is important to consider any changes in the purchasing power of salaries due to inflation. Thus by comparing changes in the faculty salaries with the CPI, a more precise representation of "real" salary increases is yielded.

The salary is based on a nine- or ten-month academic year salary of full-time faculty only. It does not include any faculty members teaching less than 51 percent. Salary for summer academic work, fringe benefits, and perquisites are not included in the salary data. The average salary is based on the study information with the assumption that all employees are full-time. The average salary displayed is an average of all faculty salaries reported for a given rank and discipline.

The "NUM" means the number of faculty members whose salaries were included to compute the average salary.

The "N/IN" means the number of institutions that reported salary data for a given academic rank and discipline/major field.

The FAC MIX PCT is the percentage of faculty in a given discipline/major

field who hold a given academic rank. For example, a FAC MIX PCT factor of 27.3 for associate professor of library science in the 1990-91 public study means that 27.3 percent of the faculty in that discipline/major field hold the rank of associate professor.

The SALARY FACTOR for a given rank of a given discipline/major field is the ratio of the average salary to the total average salary of all institutions in each of the four studies: PUBLIC 1990-91, PUBLIC 1993-94, PRIVATE 1990-91 and PRIVATE 1993-94. For example, a SALARY FACTOR of .97 for associate professors in the discipline/major field of library science in the 1990-91 public study means that their average salary is 3 percent lower than the average salary of all associate professors in all institutions in that study.

NEW ASST PROF is the grouping of assistant professors who were hired for the first time in the fall of the study year (1990-91 or 1993-94). All information for this group was included in the ASST PROF group for reporting purposes. This group is used mainly for new hiring information.

ALL MAJOR FIELDS is the entire data base for all 42 disciplines/major fields in each of the four studies. It is used to compare, among other things, the discipline/major field of library science with the entire data base for each study.

Of particular importance to the reader is noting the size of the sample on which each percentage or dollar value is based. The smaller the number in the group, the greater the effect of extreme scores on a descriptive statistic such as the average. It should be noted also that any large disparity in the sample sizes between the "baseline year" of 1990-91 and the "trend year" of 1993-94 will lessen the reliability and validity of any conclusions that one might make based on a simple comparison of averages.

```
                                                                NEW
                             ASSO            ASST              ASST
            PROF             PROF            PROF              PROF           INSTRUCTOR          ALL RANKS
       SALARY NUM N/IN  SALARY NUM N/IN  SALARY NUM N/IN  SALARY NUM N/IN  SALARY NUM N/IN  SALARY NUM    N/IN

                                          DISCIPLINE: LIBRARY SCIENCE
PUBLIC, 1990-91:                          MAJOR FIELD: LIBRARY SCIENCE
AVERAGE
SALARY: 49165    75  27  39028    96  36  32931   132  36  28030    10  10  26444    49    17 37150    352    45
FAC MIX
PCT:    21.3%            27.3%            37.5%             2.8%            13.9%            100.0%
SALARY
FACTOR:  1.00             0.97             0.98             0.86             1.02             0.93%

                                                ALL MAJOR FIELDS
AVERAGE
SALARY: 49382 20535      40201 17323      33479 17898      32406 2968       25977 5278        40089 61034  221
FAC MIX
PCT:    33.6%            28.4%            29.3%             4.9%             8.6%            100.0%

                                          DISCIPLINE: LIBRARY SCIENCE
PUBLIC, 1993-94:                          MAJOR FIELD: LIBRARY SCIENCE
AVERAGE
SALARY: 53360    49  20  41773   108  36  33915   153  32  32843    17   6  28418    43    14 38349    353    40
FAC MIX
PCT:    13.9%            30.6%            43.3%             4.8%            12.2%            100.0%
SALARY
FACTOR:  0.99             0.96             0.93             0.94             1.04             0.88

                                                ALL MAJOR FIELDS
AVERAGE
SALARY: 53700 20965      43457 17404      36275 17890      34850 2587       27419 4384        43720 60643  221
FAC MIX
PCT:    34.6%            28.7%            29.5%             4.3%             7.2%            100.0%

- - - - - - - - - - - - - - - - - - - - - - - - - - - - - - - - - - - - - - - - - - - - - - - - - - - - - - - -

                                          DISCIPLINE: LIBRARY SCIENCE
PRIVATE, 1990-91:                         MAJOR FIELD: LIBRARY SCIENCE
AVERAGE
SALARY: 48724  14  11    36478  41  19    30198  53  22    27089    12  10  25353     6     6 34477    114    27
FAC MIX
PCT:    12.3%            36.0%            46.5%            10.5%             5.3%            100.0%
SALARY
FACTOR:  0.95             0.93             0.92             0.87             0.97             0.86

                                                ALL MAJOR FIELDS
AVERAGE
SALARY: 51194 10278      39238  9563      32704  9984      30965 1513       26246 1868        40291 31693  306
FAC MIX
PCT:    32.4%            30.2%            31.5%             4.8%             5.9%            100.0%

                                          DISCIPLINE: LIBRARY SCIENCE
PRIVATE, 1993-94:                         MAJOR FIELD: LIBRARY SCIENCE
AVERAGE
SALARY: 57022  22  13    40707  57  25    34660  74  29    46000     1   1  27146    22    11 38496    175    33
FAC MIX
PCT:    12.6%            32.6%            42.3%             0.6%            12.6%            100.0%
SALARY
FACTOR:  0.99             0.93             0.96             1.36             0.95             0.85

                                                ALL MAJOR FIELDS
AVERAGE
SALARY: 57805 10854      43900  9968      36283 10119      33719 1372       28694 1637        45403 32578  306
FAC MIX
PCT:    33.3%            30.6%            31.1%             4.2%             5.0%            100.0%
```

RESULTS OF THE TWO PUBLIC STUDIES, 1990-91 AND 1993-94

In the PUBLIC 1990-91 salary study in the above table, the reader may note that the discipline/major field of library science was reported in 45 of the 221 public institutions. The average salary of the 352 faculty was $37,150. This average salary was approximately 7.9 percent lower than the average salary of $40,089 for all 61,034 faculty in ALL MAJOR FIELDS in the 1990-91 public study.

In the PUBLIC 1993-94 salary study in the above table, the discipline/major field of library science was reported in 40 of the same 221 public institutions. The average salary of the 353 faculty was $38,349. This average salary was approximately 14.0 percent lower than the average salary of $43,720 for all 60,643 faculty in ALL MAJOR FIELDS in the 1993-94 public study.

The increase in average salaries for all faculty in the discipline/major field of library science after three years in the public institutions studied was 3.2 percent ($38,349 minus $37,150 equals $1,199). The CPI of increased cost-of-living between October 1990 and October 1993 was 9.1 percent. In comparison with the CPI, there was a relative increase in library science average faculty salaries over the three-year period by 5.9 percent or an average of 2.0 percent each year below the cost-of-living.

The increase in average salaries for all faculty in ALL MAJOR FIELDS after three years in the public institutions studied was 9.1 percent ($43,720 minus $40,089 equals $3,631). In comparison to the discipline/major field of library science (3.2%), therefore, the faculty in ALL MAJOR FIELDS received a relative increase in their salaries of 5.9 percent (9.1% minus 3.2% equals 5.9%) less than faculty in the discipline/major field of library science.

The reader may note that the faculty mix percentage in library science is significantly lower at the professor rank than at the assistant professor rank in both the 1990-91 and 1993-94 studies: 21.3 percent vs. 37.5 percent, and

13.9 percent vs. 43.3 percent, respectively. The differences in faculty mix percentage at the ranks of professor and assistant professor in ALL MAJOR FIELDS for both public studies are as follows: 33.6 percent vs. 29.3 percent (1990-91) and 34.6 percent vs. 29.5 percent (1993-94), respectively.

Finally, the hiring rate of new assistant professors in library science in the public studies was lower than the hiring rate of ALL MAJOR FIELDS in 1990-91, 2.8 percent (10/352) vs. 4.9 percent (2,968/61,034), respectively; but higher in 1993-94, 4.8 percent (17/353) vs. 4.3 percent (2,587/60,643), respectively.

RESULTS OF THE TWO PRIVATE STUDIES, 1990-91 AND 1993-94

In the PRIVATE 1990-91 salary study in the above table, the reader may note that the discipline/major field of library science was reported in 27 of the 306 private institutions. The average salary of the 114 faculty was $34,477. This average salary was 16.9 percent lower than the average salary of $40,291 for all 31,693 faculty in ALL MAJOR FIELDS in the 1990-91 private study.

In the PRIVATE 1993-94 salary study in the above table, the discipline/-major field of library science was reported in 33 of the same 306 private institutions. The average salary of the 175 faculty was $38,496. This average salary was 17.9 percent lower than the average salary of $45,403 for all 32,578 faculty in ALL MAJOR FIELDS in the 1993-94 private study.

The increase in average salaries for all faculty in library science after three years in the private institutions studied was 11.7 percent ($38,496 minus $34,477 equals $4,019). The CPI of increased cost-of-living between October 1990 and October 1993 was 9.1 percent. A more realistic increase, therefore, in the average faculty salaries over the three-year time period, is 2.6 percent or .9 percent each year above the cost-of-living.

The increase in average salaries for all faculty in ALL MAJOR FIELDS after

three years in the private institutions studied was 12.7 percent ($45,403 minus $40,291 equals $5,112). In comparison to the discipline/major field of library science (11.7%), therefore, the faculty in ALL MAJOR FIELDS increased their salaries by 1.0 percent (12.7% minus 11.7% equals 1.0%) less than faculty in library science.

In the discipline/major field of library science, the reader may note that the faculty mix percentage is significantly lower at the professor rank in comparison to the assistant professor rank in both studies: 12.3 percent vs. 46.5 percent (1990-91), respectively; and 12.6 percent vs. 42.3 percent, (1993-94), respectively. The differences in the ranks of professor and assistant professor in ALL MAJOR FIELDS for both private studies are as follows: 32.4 percent vs. 31.5 percent (1990-1991), and 33.3 percent vs. 31.1 percent (1993-94), respectively.

Finally, the reader may note that the hiring rate of new assistant professors in library science was much higher than the hiring rate in ALL MAJOR FIELDS in the 1990-91 private study: 10.5 percent (12/114) vs. 4.8 percent (1,513/31,693), respectively, but much lower in the 1993-94 private study: .6 percent (1/175) vs. 4.2 percent (1,372/32,578), respectively.

CONCLUDING REMARKS

This article presented salary-trend information on the academic discipline/major field of library science and compared that information with ALL MAJOR FIELDS and with the CPI over a period of three years from the "baseline year" of 1990-91 through the "trend year" of 1993-94. Two studies, one for public institutions, and the other for private institutions were conducted for the baseline year and for the trend year--a total of four studies. A total of 994 (.5%) faculty in the discipline/major field of library science participated and were included in the 42 disciplines/major fields in each of the four studies and in the overall total of 185,948 participating faculty. The same 221 public institutions and the same 306 private institutions in the United States participated in the baseline year and in the trend year.

Although many interpolations and extrapolations of the data may be made, a few of the more important ones are as follows. First, the average faculty salary in the discipline/major field of library science in 1990-91 in the public and private studies were some 7 percent and 14 percent below the average faculty salary factors for all ranks in ALL MAJOR FIELDS (1.00), respectively. The average faculty salary factors for all ranks in library science in 1993-94 in the public and private studies were 12 percent and 15 percent below the average salary factors for all ranks in ALLL MAJOR FIELDS (1.00), respectively.

Second, the CPI of October 1993 increased 9.1 percent from the CPI of October 1990, and indicates that the faculty in library science in the public institutions received an average annual salary increase of 1.97 below the cost-of-living. In the private institutions the annual average salary increase was .9 percent above the cost-of-living.

Third, in the discipline/major field of library science the professor rank FAC MIX PCTs are significantly lower than those in the assistant professor rank in both the 1990-91 and 1993-94 public and private studies.

Finally, the hiring rate of new assistant professors in library science in the 1990-91 public study was lower than in ALL MAJOR FIELDS but in 1993-94 it was higher. In the 1990-91 private study it was much higher but in the 1993-94 private study, it was much lower.

Now that a rather significant data base of average faculty salaries in the individual academic discipline/major field of library science is being developed, it is anticipated that this research will become more valuable for interested administrators and professors.

Richard D. Howe is the originator and director of the annual CUPA faculty salary studies. He is a professor of leadership and educational studies at Appalachian State University, Boone, North Carolina. Co-author Linda Veltze is an assistant professor of leadership and educational studies at Appalachian State University.

APPENDICES:

A - OVERALL LIST OF SELECTED DISCIPLINES, page 10

B - LIST OF PUBLIC Participating Institutions, page 11

C - LIST OF PRIVATE Participating Institutions, page 14

APPENDIX A

OVERALL LIST OF SELECTED DISCIPLINES

ACCOUNTING

ADMINISTRATIVE ASSISTANT/SECRETARIAL SCIENCE, GENERAL

ANTHROPOLOGY

AREA, ETHNIC, AND CULTURAL STUDIES

BIOLOGICAL SCIENCES/LIFE SCIENCES

BUSINESS ADMINISTRATION AND MANAGEMENT, GENERAL

BUSINESS MANAGEMENT AND ADMINISTRATIVE SERVICES

BUSINESS/MANAGERIAL ECONOMICS

BUSINESS MARKETING AMD MARKETING MANAGEMENT

CHEMISTRY, GENERAL

COMMUNICATIONS

COMMUNICATION TECHNOLOGIES

COMPUTER AND INFORMATION SCIENCES

COUNSELOR EDUCATION COUNSELING AND GUIDANCE SERVICES

DRAMA/THEATER ARTS, GENERAL

ECONOMICS, GENERAL

EDUCATION

ENGINEERING

ENGINEERING-RELATED TECHNOLOGIES

ENGLISH LANGUAGE AND LITERATURE/LETTERS

FOREIGN LANGUAGES AND LITERATURES

GEOGRAPHY

GEOLOGY

HISTORY, GENERAL

HOME ECONOMICS

LIBRARY SCIENCE

MATHEMATICS

MULTI/INTERDISCIPLINARY STUDIES

MUSIC, GENERAL

NURSING (R.N. TRAINING)

PHILOSOPHY AND RELIGION

PHYSICAL SCIENCES

PHYSICS, GENERAL

POLITICAL SCIENCE, GENERAL

PROTECTIVE SERVICES

PSYCHOLOGY

READING TEACHER EDUCATION

SOCIOLOGY

SPECIAL EDUCATION, GENERAL

SPEECH-LANGUAGE PATHOLOGY AND AUDIOLOGY

TEACHER EDUCATION

VISUAL AND PERFORMING ARTS

TOTAL: 42

APPENDIX B

CUPA Public Faculty Salary-Trend Studies: 1990-91 and 1993-94

Institutions Participating in Both Studies:

Alabama A&M University (AL)
Angelo State University (TX)
Appalachian State University (NC)
Arkansas State University (AR)
Arkansas Technical University (AR)
Armstrong State College (GA)
Auburn University of Montgomery (AL)
Augusta College (GA)
Austin Peay State University (TN)
Ball State University (IN)
Black Hills State University (SD)
Bluefield State College (WV)
Boise State University (ID)
Bowie State University (MD)
Bridgewater State College (MA)
California State University Sacramento (CA)
California State University Stanislaus (CA)
Castleton State College (VT)
Central Michigan University (MI)
Central Missouri State University (MO)
Christopher Newport University (VA)
Clarion University of Pennsylvania (PA)
Cleveland State University (OH)
Clinch Valley College of the University of Virginia (VA)
College of Staten Island of the City University of New York (NY)
Columbus College (GA)
Dakota State University (SD)
Delta State University (MS)
Dickinson State University (ND)
East Central University (OK)
East Stroudsburg University (PA)
East Tennessee State University (TN)
East Texas State University (TX)
Eastern Connecticut State University (CT)
Eastern Illinois University (IL)
Eastern Kentucky University (KY)
Eastern Michigan University (MI)
Eastern Montana College (MT)
Eastern New Mexico University (NM)
Eastern Oregon State College (OR)
Eastern Washington University (WA)
Edinboro University of Pennsylvania (PA)
Emporia State University (KS)
Fitchburg State College (MA)
Fort Hays State University (KS)
Fort Lewis College (CO)
Framingham State College (MA)
Francis Marion University (SC)
Georgia College (GA)
Georgia Southern University (GA)
Georgia Southwestern College (GA)
Grambling State University (LA)
Grand Valley State University (MI)
Harris-Stowe State College (MO)
Henderson State University (AR)
Illinois State University (IL)
Indiana University of Pennsylvania (PA)
Jacksonville State University (AL)
James Madison University (VA)
Keene State College (NH)
Kennesaw State College (GA)
Kent State University (OH)
Kutztown University of Pennsylvania (PA)
Lake Superior State University (MI)
Lander College (SC)
Livingston University (AL)
Longwood College (VA)
Louisiana State University in Shreveport (LA)
Louisiana Tech University (LA)
Mankato State University (MN)
Marshall University (WV)
Mayville State University (NE)
McNeese State University (LA)
Mesa State College (CO)
Metropolitan State College of Denver (CO)
Middle Tennessee State University (TN)
Millersville University of Pennsylvania (PA)
Minot State University (ND)
Mississippi Valley State University (MS)
Missouri Southern State College (MO)
Missouri Western State College (MO)
Montana College of Mineral Science and Technology (MT)
Montclair State College (NJ)
Moorhead State University (MN)
Morehead State University (KY)
Morgan State University (MD)
Murray State University (KY)
New Mexico Highlands University (NM)
Nicholls State University (LA)
North Adams State College (MA)
North Carolina Agricultural and Technical State University (NC)

Participating Institutions (continued):

Northeast Louisiana University (LA)
Northeast Missouri State University (MO)
Northeastern Illinois University (IL)
Northern Arizona University (AZ)
Northern Illinois University (IL)
Northern Kentucky University (KY)
Northern State University (SD)
Northwest Missouri State University (MO)
Northwestern State University (LA)
Oakland University (MI)
Oklahoma Panhandle State University (OK)
Old dominion University (VA)
Oregon Institute of Technology (OR)
Peru State College (NE)
Pittsburg State University (KS)
Portland State University (OR)
Prairie View A&M University (TX)
Purdue University Calumet (IN)
Ramapo College of New Jersey (NJ)
Rhode Island College (RI)
Saginaw Valley State University (MI)
Salem State College (MA)
Salisbury State University (MD)
San Diego State University (CA)
Sangamon State University (IL)
Shawnee State University (OH)
Shippensburg University of Pennsylvania (PA)
Sonoma State University (CA)
Southeast Missouri State University (MO)
Southwastern Louisiana University (LA)
Southeastern Oklahoma State University (OK)
Southern Arkansas University (AR)
Southern college of Technology (GA)
Southern Connecticut State University (CT)
Southern Illinois University at Edwardsville (IL)
Southwest Missouri State University (MO)
Southwest Texas State University (TX)
St. Claud State University (NM)
State University of New York at Brockport (NY)
State University of New York College at Fredonia (NY)
State University of New York College at Geneseo (NY)
State University of New York College at Oneonta (NY)
State University of New York College at Oswego (NY)
State University of New York College at
  Plattsburgh (NY).
State University of New York College at Potsdam (NY)
Tarleton State University (TX)
Tennessee Technological University (TN)
Texas A&M University-Corpus Christi TX)
Texas Woman's University (TX)
Towson State University (MD)
Trenton State College (NJ)
University of Akron (OH)
University of Alabama in Huntsville (AL)
University of Alaska Southeast (AK)
University of Arkansas at Little Rock (AR)
University of Central Florida (FL)
University of Central Oklahoma (OK)
University of Colorado at Colorado Springs (CO)
University of Guam (GU)
University of Houston-Clear Lake (TX)
University of Maine at Farmington (ME)
University of Maine at Fort Kent (ME)
University of Maryland Baltimore County (MD)
University of Massachusetts Dartmouth (MA)
University of Massachusetts Lowell (MA)
University of Memphis (TN)
University of Missouri-St. Louis (MO)
University of Montevallo (AL)
University of Nebraska at Kearney (NE)
University of Nebraska at Omaha (NE)
University of North Carolina at Asheville (NC)
University of North Carolina at Charlotte (NC)
University of North Carolina at Greensboro (NC)
University of North Carolina at Wilmington (NC)
University of North Texas (TX)
University of Pittsburgh at Bradford (PA)
University of Puerto Rico-Cayey (PR)
University of Puerto Rico-Humacao University
  College (PR)
University of Science and Arts of Oklahoma (OK)
University of South Alabama (AL)
University of South Carolina at Spartanburg (SC)
University of Southern Carolina-Aiken (SC)
University of South Florida (The) (FL)
University of Southern Colorado (CO)
University of Southern Indiana (IN)
University of Southern Maine (ME)
University of Southern Mississippi (MS)
University of Southwestern Louisiana (LA)
University of Tennessee at Chattanooga (TN)
University of Texas at Dallas (The) (TX)
University of Texas at El Paso (The) (TX)
University of Texas at San Antonio (TX)
University of Texas at Tyler (The) (TX)

Participating Institutions (continued):

University of the Virgin Islands (VI)
University of West Florida (FL)
University of Wisconsin-Eau Claire (WI)
University of Wisconsin-Green Bay (WI)
University of Wisconsin-LaCrosse (WI)
University of Wisconsin-Oshkosh (WI)
University of Wisconsin-Parkside (WI)
University of Wisconsin-Platteville (WI)
Univesrity of Wisconsin-Stevens Point (WI)
University of Wisconsin-Superior (WI)
University of Wisconsin-Whitewater (WI)
Valley City State University (ND)
Washburn University (KS)
Wayne State College (NE)
Weber State University (UT)
West Chester University of Pennsylvania (PA)
West Georgia College (GA)
Western Carolina University (NC)
Western Illinois University (IL)
Western Kentucky University (KY)
Western Michigan University (MI)
Western Montana College (MT)
Western Oregon State College (OR)
Western Washington University (WA)
Wichita State University (The) (KS)
William Paterson College of New Jersey (NJ)
Winston-Salem State University (NC)
Wright State University (OH)
Youngstown State University (OH)

Total Institutions = 221

APPENDIX C

CUPA Private Faculty Salary-Trend Studies: 1990-91 and 1993-94

Institutions Participating in Both Studies:

Abilene Christian University (TX)
Adrian College (MI)
Agnes Scott College (GA)
Albertus Magnus College (CT)
Alfred University (NY)
Allenton College of St. Francis de Sales (PA)
Alma College (MI)
Alvernia College (PA)
Alverno College (WI)
American University (The) (DC)
Amherst College (MA)
Anderson University (IN)
Anna Maria College (MA)
Aquinas College (MI)
Arkansas College (AR)
Ashland University (OH)
Aurora University (IL)
Avila College (MO)
Azusa Pacific University (CA)
Babson College (MA)
Baker College of Flint (MI)
Baldwin-Wallace College (OH)
Barry University (FL)
Beaver College (PA)
Bellarmine College (KY)
Belmont University (TN)
Benedict College (SC)
Benedictine College (KS)
Bentley College (MA)
Bethany College (KS)
Bethany College (WV)
Bethel College (IN)
Bethel College (MN)
Birmingham-Southern College (AL)
Blackburn University (IL)
Bloomfield College (NJ)
Bradley University (OH)
Bridgewater College (VA)
Bryn Mawr College (PA)
Cabrini College (PA)
Caldwell College (NJ)
Calvin College (MI)
Capitol College (MD)
Catawba College (NC)
Catholic University of America (DC)
Centenary College of Louisiana (LA)
Central Baptist College (AR)
Central College (IA)
Charleston Southern University (SC)
Christian Brothers University (TN)
Clarke College (IA)
Clarkson University (NY)
Clear Creek Baptist Bible College (KY)
Coker College (SC)
College of Great Falls (MT)
College of Mount Saint Vincent (NY)
College of Notre Dame (CA)
College of Notre Dame of Maryland (MD)
College of Saint Benedict (MN)
College of Saint Elizabeth (NJ)
College of Saint Rose (NY)
College of St. Catherine (MN)
College of St. Scholastica (MN)
College of the Southwest (NM)
Columbia College (MO
Columbia College (SC)
Concordia College (MN)
Concordia College (NE)
Concordia University Wisconsin (WI)
Cornell College (IA)
Creighton University (NE)
D'Youville College (NY)
Dakota Wesleyan University (SD)
Davidson College (NC)
Davis & Elkins College (WV)
Defiance College (The) (OH)
DePaul University (IL)
Dickinson College (PA)
Doane College (NE)
Dominican College (NY)
Dordt College (IA)
Drake University (IA)
Drew University (NJ)
Drexel University (PA)
Drury College (MO)
Duquesne University (PA)
Eckerd College (FL)
Edgewood College (WI)
Elizabethtown College (PA)
Elmira College (NY)
Emory & Henry College (VA)
Fairfield University (CT)
Ferrum College (VA)
Franciscan University of Steubenville (OH)
Franklin and Marshall College (PA)
Freed-Hardeman University (TN)
Friends University (KS)
Furman University (SC)

Gordon College (MA)
Goshen College (IN)
Great Lakes Bible College (MI)
Grinnell College (IA)
Guilford College (NC)
Hampton University (VA)
Hartwick College (NY)
Hastings College (NE)
Heidelberg College (OH)
Hilbert College (NY)
Hobart and William Smith College (NY)
Holy Family College (PA)
Holy Names College (CA)
Hope College (MI)
Houghton College (NY).
Immaculata College (PA)
Iona College (NY)
Jamestown College (ND)
John Carroll University (OH)
Johnson C. Smith University (NC)
Kalamazoo College (MI)
Kenyon College (OH)
King's College (PA)
La Roche College (PA)
LaGrange College (GA)
Lakeland College (WI)
Lancaster Bible College (PA)
Le Moyne College (NY)
Le Tourneau College (TX)
Lebanon Valley College (PA)
Lees-McRae College (NC)
Limestone College (SC)
Lindsey Wilson College (KY)
Linfield College (OR)
Loras College (IA)
Loyola College (MD)
Loyola Marymount University (CA)
Lubbock Christian University (TX)
Lycoming College (PA)
Lynchburg College (VA)
Malone College (OH)
Manhattan College (NY)
Marist College (NY)
Mars Hill College (NC)
Mary Baldwin College (VA)
Marymount College (NY)
Maryville University of St. Louis (MO)
Marywood College (PA)
Massachusetts Institute of Technology (MA)
Medaille College (NY)
Memphis Theological Seminary (TN)
Mercer University (GA)
Midland Lutheran College (NE)
Midway College (KY)
Millikin University (IL)
Monmouth College (NJ)
Montreat-Anderson College (NC)
Moravian College (PA)
Mount Union College (OH)
Muhlenberg College (PA)
Muskingum College (OH)
Neumann College (PA)
Niagara University (NY)
North Central College (IL)
Northeastern University (MA)
Northland College (WI)
Northwest College (WA)
Northwestern College (IA)
Norwich University (VT)
Notre Dame College (OH)
Oakwood College (AL)
Occidental College (CA)
Oglethorpe University (GA)
Ohio Northern University (OH)
Ohio Wesleyan College (OH)
Olivet Nazarene College (IL)
Our Lady of Holy Cross College (LA)
Our Lady of the Lake University (TX)
Pace University (NY)
Pacific Luthern University (WA)
Palm Beach Atlantic College (FL)
Pepperdine University (CA)
Pikeville College (KY)
Pine Manor College (MA)
Point Park College (PA)
Presbyterian College (SC)
Quincy College (IL)
Quinnipiac College (CT)
Randolph-Macon College (VA)
Randolph-Macon Woman's College (VA)
Reed College (OR)
Reformed Bible College (MI)
Rider College (NJ)
Ripon College (WI)
Rivier College (NH)
Robert Morris College (PA)
Rockhurst College (MO)
Rocky Mountain College (MT)
Rollins College (FL)
Roosevelt University (IL)
Rosary College (IL)
Rose-Hulman Institute of Technology (IN)
Russell Sage College (NY)
Sacred Heart University (CT)
St. Ambrose University (IA)
St. Bonaventure University (NY)
St. Edward's University (TX)
St. Francis College (NY)
Saint Francis College (PA)
St. John Fisher College (NY)
Saint Joseph's University (PA)
Saint Martin's College (WA)
Saint Mary College (KS)
Saint Mary's College (IN)
Saint Mary's College of California (CA)
St. Mary's University of San Antonio (TX)

Participating Institutions (continued):

Rocky Mountain College (MT)
Rollins College (FL)
Roosevelt University (IL)
Rosary College (IL)
Rose-Hulman Institute of Technology (IN)
Russell Sage College (NY)
Sacred Heart University (CT)
Saint Francis College (PA)
Saint Joseph's University (PA)
Saint Martin's College (WA)
Saint Mary College (KS)
Saint Mary's College (IN)
Saint Mary's College of California (CA)
Saint Meinrad College (IN)
Saint Vincent College (PA)
Salem College (NC)
Santa Clara University (CA)
Schreiner College (TX)
Scripps College (CA)
Seattle Pacific University (WA)
Seattle University (WA)
Seton Hill College (PA)
Shorter College (GA)
Siena Heights College (MI)
Simpson College (IA)
Simpson College (CA)
Sioux Falls College (SD)
Skidmore College (NY)
Southwestern Assemblies of God College (TX)
Spalding University (KY)
Spring Hill College (AL)
St. Ambrose University (IA)
St. Bonaventure University (NY)
St. Edward's University (TX)
St. Francis College (NY)
St. John Fisher College (NY)
St. John's University (MN)
St. Norbert College (WI)
St. Thomas University (FL)
Stanford University (CA)
Stillman College (AL)
Susquehanna University (PA)
Syracuse University (NY)
Tabor College (KS)
Teikyo Westmar University (IA)
Texas Christian University (TX)
Thomas More College (KY)
Tiffin University (OH)
Transylvania University (KY)
Tri-State University (IN)
Tusculum College (TN)
Tuskegee University (AL)
Union Institute (The) (OH)
Union University (TN)
University of Bridgeport (CT)
University of Central Texas (TX)
University of Charleston (The) (WV)
University of Dallas (TX)
University of Dayton (OH)
University of Denver (CO)
University of Dubuque (IA)
University of Evansville (IN)
University of La Verne (CA)
University of Miami (FL)
University of New Haven (CT)
University of Portland (OR)
University of Richmond (VA)
University of San Diego (CA)
University of San Francisco (CA)
University of St. Thomas (TX)
University of St. Thomas (MN)
University of the Ozarks (AR)
University of The South (The) (TN)
University of Tulsa (OK)
Upper Iowa University (IA)
Villanova University (PA)
Viterbo College (WI)
Walsh College (OH)
Warner Southern College (FL)
Wartburg College (IA)
Washington and Jefferson College (PA)
Washington and Lee University (VA)
Washington College (MD)
Webber College (FL)
Wesley College (DE)
Wesleyan College (GA)
Western Baptist College (OR)
Western Maryland College (MD)
Westminster College (PA)
Westminster College of Salt Lake City (UT)
Wheaton College (MA)
Wheeling Jesuit College, Inc. (WV)
Whittier College (CA)
Widener University (PA)
William Jewell College (MO)
Wilmington College (OH)
Wilmington College (DE)
Wingate College (NC)
Wisconsin Lutheran College (WI)
Woodbury University (CA)
York College of Pennsylvania (PA)

Total Institutions: 306

SALARY-TREND STUDY OF FACULTY IN MATHEMATICS
FOR THE YEARS
1990-91 AND 1993-94

By
Richard D. Howe
and
Keith Alexander Erwin

Since 1982-83 the College and University Personnel Association (CUPA) in Washington, D.C., in cooperation with Appalachian State University in Boone, North Carolina, has conducted annual national faculty salary studies by discipline and rank each year through 1993-94. Each year two separate studies are conducted, one for public senior colleges and universities, and the other for private senior colleges and universities.

Salary data for each study were collected and tabulated for full-time teaching faculty in 42 selected academic disciplines including mathematics. The disciplines were chosen from among those defined by _A Classification of Instructional Programs_ (_CIP_), 1990. The definition of the discipline/major field of mathematics in the _CIP_ is as follows:

> A summary of groups of instructional programs that describe the systematic study of logical symbolic language and its applications.*
>
> [*_A Classification of Instructional Programs_ (Washington, D.C.: National Center for Education Statistics, [1990], p. 119--27.).]

This article presents a summary of the overall average salary increases in the discipline/major field of mathematics from the "baseline year" of 1990-91 to and including the "trend year" of 1993-94 for both public and private institutions. Of the 282 institutions which participated in CUPA's PUBLIC study of 1990-91, 221 also participated in 1993-94. Data from those same 221 institutions were used in both the baseline year and the trend year. Of the 494 institutions which participated in CUPA's PRIVATE study of 1990-91, 306 also participated in 1993-94. Data from those same 306 institutions were used in both the baseline year and the trend year.

This article lists the average salaries of mathematics for both public and private participating institutions by rank, including NEW ASST PROF (new assistant professor), the FAC MIX PCT (faculty mix percentage) and the SALARY FACTOR. In addition, comparisons are made with the CPI (Consumer Price Index) of changes in cost-of-living between the two studies for each of the two study years (1990-91 and 1993-94).

The CPI uses a base period of 1982-84 and is based on prices of food, clothing, shelter and fuels, transportation, medical care, entertainment, and other goods and services that people buy for day-to-day living. In examining trends in faculty salary, it is important to consider any changes in the purchasing power of salaries due to inflation. Thus by comparing changes in the faculty salaries with the CPI, a more precise representation of "real" salary increases is yielded.

The salary is based on a nine- or ten-month academic year salary of full-time faculty only. It does not include any faculty members teaching less than 51 percent. Salary for summer academic work, fringe benefits, and perquisites are not included in the salary data. The average salary is based on the study information with the assumption that all employees are full-time. The average salary displayed is an average of all faculty salaries reported for a given rank and discipline.

The "NUM" means the number of faculty members whose salaries were included to compute the average salary.

The "N/IN" means the number of institutions that reported salary data for a given academic rank and discipline/major field.

The FAC MIX PCT is the percentage of faculty in a given discipline/major field who hold a given academic rank. For example, a FAC MIX PCT factor of 28.6 for associate professor of mathematics in the 1990-91 public study means that 28.6 percent of the faculty in that discipline/major field hold the rank of associate professor.

The SALARY FACTOR for a given rank of a given discipline/major field is the ratio of the average salary to the total average salary of all institutions in each of the four studies: PUBLIC 1990-91, PUBLIC 1993-94, PRIVATE 1990-91 and PRIVATE 1993-94. For example, a SALARY FACTOR of 1.00 for associate professors in the discipline/major field of mathematics in the 1990-91 public study means that their average salary is the same, as the average salary of all associate professors in all institutions in that study.

NEW ASST PROF is the grouping of assistant professors who were hired for the first time in the fall of the study year (1990-91 or 1993-94). All information for this group was included in the ASST PROF group for reporting purposes. This group is used mainly for new hiring information.

ALL MAJOR FIELDS is the entire data base for all 42 disciplines/major fields in each of the four studies. It is used to compare, among other things, the discipline/major field of mathematics with the entire data base for each study.

Of particular importance to the reader is noting the size of the sample on which each percentage or dollar value is based. The smaller the number in the group, the greater the effect of extreme scores on a descriptive statistic such as the average. It should be noted also that any large disparity in the sample sizes between the "baseline year" of 1990-91 and the "trend year" of 1993-94 will lessen the reliability and validity of any conclusions that one might make based on a simple comparison of averages.

DISCIPLINE: MATHEMATICS
MAJOR FIELD: MATHEMATICS

PUBLIC, 1990-91:

	PROF			ASSO PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN
AVERAGE SALARY:	49565	1103	197	40123	1039	200	33265	1064	202	33162	190	108	24689	430	127	39155	3636	215
FAC MIX PCT:	30.3%			28.6%			29.3%			5.2%			11.8%			100.0%		
SALARY FACTOR:	1.00			1.00			0.99			1.02			0.95			0.98%		

ALL MAJOR FIELDS

	PROF			ASSO PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN
AVERAGE SALARY:	49382	20535		40201	17323		33479	17898		32406	2968		25977	5278		40089	61034	221
FAC MIX PCT:	33.6%			28.4%			29.3%			4.9%			8.6%			100.0%		

DISCIPLINE: MATHEMATICS
MAJOR FIELD: MATHEMATICS

PUBLIC, 1993-94:

	PROF			ASSO PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN
AVERAGE SALARY:	54325	1135	201	43327	1037	198	35597	986	199	34172	129	82	25948	393	107	42773	3551	213
FAC MIX PCT:	32.0%			29.2%			27.8%			3.6%			11.1%			100.0%		
SALARY FACTOR:	1.01			1.00			0.98			0.98			0.95			0.98		

ALL MAJOR FIELDS

	PROF			ASSO PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN
AVERAGE SALARY:	53700	20965		43457	17404		36275	17890		34850	2587		27419	4384		43720	60643	221
FAC MIX PCT:	34.6%			28.7%			29.5%			4.3%			7.2%			100.0%		

- -

DISCIPLINE: MATHEMATICS
MAJOR FIELD: MATHEMATICS

PRIVATE, 1990-91:

	PROF			ASSO PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN
AVERAGE SALARY:	53284	576	196	38874	537	209	32086	537	220	31220	77	63	24907	144	89	40348	1794	287
FAC MIX PCT:	32.1%			29.9%			29.9%			4.3%			8.0%			100.0%		
SALARY FACTOR:	1.04			0.99			0.98			1.01			0.95			1.00		

ALL MAJOR FIELDS

	PROF			ASSO PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN
AVERAGE SALARY:	51194	10278		39238	9563		32704	9984		30965	1513		26246	1868		40291	31693	306
FAC MIX PCT:	32.4%			30.2%			31.5%			4.8%			5.9%			100.0%		

DISCIPLINE: MATHEMATICS
MAJOR FIELD: MATHEMATICS

PRIVATE, 1993-94:

	PROF			ASSO PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN
AVERAGE SALARY:	58947	614	193	42949	564	206	35825	545	232	33018	70	58	27227	107	74	45276	1830	287
FAC MIX PCT:	33.6%			30.8%			29.8%			3.8%			5.8%			100.0%		
SALARY FACTOR:	1.02			0.98			0.99			0.98			0.95			1.00		

ALL MAJOR FIELDS

	PROF			ASSO PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN
AVERAGE SALARY:	57805	10854		43900	9968		36283	10119		33719	1372		28694	1637		45403	32578	306
FAC MIX PCT:	33.3%			30.6%			31.1%			4.2%			5.0%			100.0%		

RESULTS OF THE TWO PUBLIC STUDIES, 1990-91 AND 1993-94

In the PUBLIC 1990-91 salary study in the above table, the reader may note that the discipline/major field of mathematics was reported in 215 of the 221 public institutions. The average salary of the 3636 ~~3,012~~ faculty was $39,155. This average salary was approximately 2.4 percent below than the average salary of $40,089 for all 61,034 faculty in ALL MAJOR FIELDS in the 1990-91 public study.

In the PUBLIC 1993-94 salary study in the above table, the discipline/major field of mathematics was reported in 213 of the same 221 public institutions. The average salary of the 3,551 faculty was $42,773. This average salary was approximately 2.2 percent lower than the average salary of $43,720 for all 60,643 faculty in ALL MAJOR FIELDS in the 1993-94 public study.

The increase in average salaries for all faculty in the discipline/major field of mathematics after three years in the public institutions studied was 9.2 percent ($42,773 minus $39,155 equals $3,618). The CPI of increased cost-of-living between October 1990 and October 1993 was 9.1 percent. In comparison with the CPI, there was a relative increase in mathematics average faculty salaries over the three-year period by .1 percent or an average of .03 percent each year below the cost-of-living.

The increase in average salaries for all faculty in ALL MAJOR FIELDS after three years in the public institutions studied was 9.1 percent ($43,720 minus $40,089 equals $3,631). In comparison to the discipline/major field of mathematics (9.2%), therefore, the faculty in ALL MAJOR FIELDS received a relative increase in their salaries of .1 percent (9.2% minus 9.1% equals .1%) less than faculty in the discipline/major field of mathematics.

The reader may note that the faculty mix percentage in mathematics is higher at the professor rank than at the assistant professor rank in the 1990-91 study: 30.3 percent vs. 29.3 percent, and in the 1993-94 study it is also higher: 32 percent vs. 27.8 percent, respectively. The differences in faculty mix percentage at the ranks of professor and assistant professor in ALL MAJOR FIELDS for both public studies are as follows: 33.6 percent vs. 29.3 percent (1990-91) and 34.6 percent vs. 29.5 percent (1993-94), respectively.

Finally, the hiring rate of new assistant professors in mathematics in the public studies was lower than the hiring rate of ALL MAJOR FIELDS in 1990-91, 5.2 percent (190/3,636) vs. 4.9 percent (2,968/61,034), respectively; and lower in 1993-94, 3.6 percent (129/3,551) vs. 4.3 percent (2,587/60,643), respectively.

RESULTS OF THE TWO PRIVATE STUDIES, 1990-91 AND 1993-94

In the PRIVATE 1990-91 salary study in the above table, the reader may note that the discipline/major field of mathematics was reported in 287 of the 306 private institutions. The average salary of the 1,794 faculty was $40,348. This average salary was .1 percent higher than the average salary of $40,291 for all 31,693 faculty in ALL MAJOR FIELDS in the 1990-91 private study.

In the PRIVATE 1993-94 salary study in the above table, the discipline/major field of mathematics was reported in 287 of the same 306 private institutions. The average salary of the 1,830 faculty was $45,276. This average salary was .3 percent lower than the average salary of $45,403 for all 32,578 faculty in ALL MAJOR FIELDS in the 1993-94 private study.

The increase in average salaries for all faculty in mathematics after three years in the private institutions studied was 12.2 percent ($45,276 minus $40,348 equals $4,928). The CPI of increased cost-of-living between October 1990 and October 1993 was 9.1 percent. A more realistic increase, therefore, in the average faculty salaries over the three-year time period, is 3.1 percent or 1.0 percent each year above the cost-of-living.

The increase in average salaries for all faculty in ALL MAJOR FIELDS after three years in the private institutions studied was 12.7 percent ($45,403 minus

$40,291 equals $5,112). In comparison to the discipline/major field of mathematics (12.2%), therefore, the faculty in ALL MAJOR FIELDS increased their salaries by .5 percent (12.7% minus 12.2% equals .5%) more than faculty in mathematics.

In the discipline/major field of mathematics, the reader may note that the faculty mix percentage is lower at the professor rank in comparison to the assistant professor rank in the 1990-91 study: 32.1 percent vs. 29.9 percent, respectively; and higher in the 1993-94 study: 33.6 percent vs. 29.8 percent, respectively. The differences in the ranks of professor and assistant professor in ALL MAJOR FIELDS for both private studies are as follows: 32.4 percent vs. 31.5 percent (1990-91), and 33.3 percent vs. 31.1 percent (1993-94), respectively.

Finally, the reader may note that the hiring rate of new assistant professors in mathematics was higher than the hiring rate in ALL MAJOR FIELDS in the 1990-91 private study: 4.3 percent (77/1,794) vs. 4.8 percent (1,513/31,693), respectively, and lower in the 1993-94 private study: 3.8 percent (70/1,830) vs. 4.2 percent (1,372/32,578), respectively.

CONCLUDING REMARKS

This article presented salary-trend information on the academic discipline/-major field of mathematics and compared that information with ALL MAJOR FIELDS and with the CPI over a period of three years from the "baseline year" of 1989-90 through the "trend year" of 1993-94. Two studies, one for public institutions, and the other for private institutions were conducted for the baseline year and for the trend year--a total of four studies. A total of 10,811 (5.8%) faculty in the discipline/major field of mathematics participated and were included in the 42 disciplines/major fields in each of the four studies and in the overall total of 185,948 participating faculty. The same 221 public institutions and the same 306 private institutions in the United States participated in the baseline year and in the trend year.

Although many interpolations and extrapolations of the data may be made, a few of the more important ones are as follows. First, the average faculty salary in the discipline/major field of mathematics in 1990-91 in the public and private studies were 2 percent below the average faculty salary factors for all ranks in ALL MAJOR FIELDS (1.00), respectively. The average faculty salary factors for all ranks in the discipline/major field of mathematics in 1993-94 in the public and private studies were essentially even with the average salary factors for all ranks in ALL MAJOR FIELDS (1.00), respectively.

Second, the CPI of October 1993 increased 9.1 percent from the CPI of October 1990, and indicates that the faculty in mathematics in the public institution received an average annual salary increase of .1 percent above the cost-of-living. In the private institutions the annual average salary increase was 3.1 percent above the cost-of-living.

Third, in the discipline/major field of mathematics the professor rank FAC MIX PCTs are higher than those in the assistant professor rank in both the 1990-91 and 1993-94 public studies. In the private studies the professor rank FAC MIX PCTs are also higher at the professor rank in both the 1990-91 and 1993-94 studies.

Finally, the hiring rate of new assistant professors in mathematics in the 1990-91 public study is higher than in ALL MAJOR FIELDS but lower in the 1993-94 study. In the 1990-91 and 1993-94 private studies, the hiring rates of new assistant professors were lower than in ALL MAJOR FIELDS.

Now that a rather significant data base of average faculty salaries in the individual academic discipline/major field of mathematics is being developed, it is anticipated that articles on this subject will become more valuable and useful for interested administrators and professors.

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APPENDIX A

OVERALL LIST OF SELECTED DISCIPLINES

ACCOUNTING

ADMINISTRATIVE ASSISTANT/SECRETARIAL SCIENCE, GENERAL

ANTHROPOLOGY

AREA, ETHNIC, AND CULTURAL STUDIES

BIOLOGICAL SCIENCES/LIFE SCIENCES

BUSINESS ADMINISTRATION AND MANAGEMENT, GENERAL

BUSINESS MANAGEMENT AND ADMINISTRATIVE SERVICES

BUSINESS/MANAGERIAL ECONOMICS

BUSINESS MARKETING AMD MARKETING MANAGEMENT

CHEMISTRY, GENERAL

COMMUNICATIONS

COMMUNICATION TECHNOLOGIES

COMPUTER AND INFORMATION SCIENCES

COUNSELOR EDUCATION COUNSELING AND GUIDANCE SERVICES

DRAMA/THEATER ARTS, GENERAL

ECONOMICS, GENERAL

EDUCATION

ENGINEERING

ENGINEERING-RELATED TECHNOLOGIES

ENGLISH LANGUAGE AND LITERATURE/LETTERS

FOREIGN LANGUAGES AND LITERATURES

GEOGRAPHY

GEOLOGY

HISTORY, GENERAL

HOME ECONOMICS

LIBRARY SCIENCE

MATHEMATICS

MULTI/INTERDISCIPLINARY STUDIES

MUSIC, GENERAL

NURSING (R.N. TRAINING)

PHILOSOPHY AND RELIGION

PHYSICAL SCIENCES

PHYSICS, GENERAL

POLITICAL SCIENCE, GENERAL

PROTECTIVE SERVICES

PSYCHOLOGY

READING TEACHER EDUCATION

SOCIOLOGY

SPECIAL EDUCATION, GENERAL

SPEECH-LANGUAGE PATHOLOGY AND AUDIOLOGY

TEACHER EDUCATION

VISUAL AND PERFORMING ARTS

TOTAL: 42

APPENDIX B

CUPA Public Faculty Salary-Trend Studies: 1990-91 and 1993-94

Institutions Participating in Both Studies:

Alabama A&M University (AL)
Angelo State University (TX)
Appalachian State University (NC)
Arkansas State University (AR)
Arkansas Technical University (AR)
Armstrong State College (GA)
Auburn University of Montgomery (AL)
Augusta College (GA)
Austin Peay State University (TN)
Ball State University (IN)
Black Hills State University (SD)
Bluefield State College (WV)
Boise State University (ID)
Bowie State University (MD)
Bridgewater State College (MA)
California State University Sacramento (CA)
California State University Stanislaus (CA)
Castleton State College (VT)
Central Michigan University (MI)
Central Missouri State University (MO)
Christopher Newport University (VA)
Clarion University of Pennsylvania (PA)
Cleveland State University (OH)
Clinch Valley College of the University of Virginia (VA)
College of Staten Island of the City University of New York (NY)
Columbus College (GA)
Dakota State University (SD)
Delta State University (MS)
Dickinson State University (ND)
East Central University (OK)
East Stroudsburg University (PA)
East Tennessee State University (TN)
East Texas State University (TX)
Eastern Connecticut State University (CT)
Eastern Illinois University (IL)
Eastern Kentucky University (KY)
Eastern Michigan University (MI)
Eastern Montana College (MT)
Eastern New Mexico University (NM)
Eastern Oregon State College (OR)
Eastern Washington University (WA)
Edinboro University of Pennsylvania (PA)
Emporia State University (KS)
Fitchburg State College (MA)
Fort Hays State University (KS)
Fort Lewis College (CO)
Framingham State College (MA)
Francis Marion University (SC)
Georgia College (GA)
Georgia Southern University (GA)
Georgia Southwestern College (GA)
Grambling State University (LA)
Grand Valley State University (MI)
Harris-Stowe State College (MO)
Henderson State University (AR)
Illinois State University (IL)
Indiana University of Pennsylvania (PA)
Jacksonville State University (AL)
James Madison University (VA)
Keene State College (NH)
Kennesaw State College (GA)
Kent State University (OH)
Kutztown University of Pennsylvania (PA)
Lake Superior State University (MI)
Lander College (SC)
Livingston University (AL)
Longwood College (VA)
Louisiana State University in Shreveport (LA)
Louisiana Tech University (LA)
Mankato State University (MN)
Marshall University (WV)
Mayville State University (NE)
McNeese State University (LA)
Mesa State College (CO)
Metropolitan State College of Denver (CO)
Middle Tennessee State University (TN)
Millersville University of Pennsylvania (PA)
Minot State University (ND)
Mississippi Valley State University (MS)
Missouri Southern State College (MO)
Missouri Western State College (MO)
Montana College of Mineral Science and Technology (MT)
Montclair State College (NJ)
Moorhead State University (MN)
Morehead State University (KY)
Morgan State University (MD)
Murray State University (KY)
New Mexico Highlands University (NM)
Nicholls State University (LA)
North Adams State College (MA)
North Carolina Agricultural and Technical State University (NC)

Participating Institutions (continued):

Northeast Louisiana University (LA)
Northeast Missouri State University (MO)
Northeastern Illinois University (IL)
Northern Arizona University (AZ)
Northern Illinois University (IL)
Northern Kentucky University (KY)
Northern State University (SD)
Northwest Missouri State University (MO)
Northwestern State University (LA)
Oakland University (MI)
Oklahoma Panhandle State University (OK)
Old dominion University (VA)
Oregon Institute of Technology (OR)
Peru State College (NE)
Pittsburg State University (KS)
Portland State University (OR)
Prairie View A&M University (TX)
Purdue University Calumet (IN)
Ramapo College of New Jersey (NJ)
Rhode Island College (RI)
Saginaw Valley State University (MI)
Salem State College (MA)
Salisbury State University (MD)
San Diego State University (CA)
Sangamon State University (IL)
Shawnee State University (OH)
Shippensburg University of Pennsylvania (PA)
Sonoma State University (CA)
Southeast Missouri State University (MO)
Southwastern Louisiana University (LA)
Southeastern Oklahoma State University (OK)
Southern Arkansas University (AR)
Southern college of Technology (GA)
Southern Connecticut State University (CT)
Southern Illinois University at Edwardsville (IL)
Southwest Missouri State University (MO)
Southwest Texas State University (TX)
St. Claud State University (NM)
State University of New York at Brockport (NY)
State University of New York College at Fredonia (NY)
State University of New York College at Geneseo (NY)
State University of New York College at Oneonta (NY)
State University of New York College at Oswego (NY)
State University of New York College at Plattsburgh (NY)
State University of New York College at Potsdam (NY)
Tarleton State University (TX)

Tennessee Technological University (TN)
Texas A&M University-Corpus Christi TX)
Texas Woman's University (TX)
Towson State University (MD)
Trenton State College (NJ)
University of Akron (OH)
University of Alabama in Huntsville (AL)
University of Alaska Southeast (AK)
University of Arkansas at Little Rock (AR)
University of Central Florida (FL)
University of Central Oklahoma (OK)
University of Colorado at Colorado Springs (CO)
University of Guam (GU)
University of Houston-Clear Lake (TX)
University of Maine at Farmington (ME)
University of Maine at Fort Kent (ME)
University of Maryland Baltimore County (MD)
University of Massachusetts Dartmouth (MA)
University of Massachusetts Lowell (MA)
University of Memphis (TN)
University of Missouri-St. Louis (MO)
University of Montevallo (AL)
University of Nebraska at Kearney (NE)
University of Nebraska at Omaha (NE)
University of North Carolina at Asheville (NC)
University of North Carolina at Charlotte (NC)
University of North Carolina at Greensboro (NC)
University of North Carolina at Wilmington (NC)
University of North Texas (TX)
University of Pittsburgh at Bradford (PA)
University of Puerto Rico-Cayey (PR)
University of Puerto Rico-Humacao University College (PR)
University of Science and Arts of Oklahoma (OK)
University of South Alabama (AL)
University of South Carolina at Spartanburg (SC)
University of Southern Carolina-Aiken (SC)
University of South Florida (The) (FL)
University of Southern Colorado (CO)
University of Southern Indiana (IN)
University of Southern Maine (ME)
University of Southern Mississippi (MS)
University of Southwestern Louisiana (LA)
University of Tennessee at Chattanooga (TN)
University of Texas at Dallas (The) (TX)
University of Texas at El Paso (The) (TX)
University of Texas at San Antonio (TX)
University of Texas at Tyler (The) (TX)

Participating Institutions (continued):

University of the Virgin Islands (VI)
University of West Florida (FL)
University of Wisconsin-Eau Claire (WI)
University of Wisconsin-Green Bay (WI)
University of Wisconsin-LaCrosse (WI)
University of Wisconsin-Oshkosh (WI)
University of Wisconsin-Parkside (WI)
University of Wisconsin-Platteville (WI)
Univesrity of Wisconsin-Stevens Point (WI)
University of Wisconsin-Superior (WI)
University of Wisconsin-Whitewater (WI)
Valley City State University (ND)
Washburn University (KS)
Wayne State College (NE)
Weber State University (UT)
West Chester University of Pennsylvania (PA)
West Georgia College (GA)
Western Carolina University (NC)
Western Illinois University (IL)
Western Kentucky University (KY)
Western Michigan University (MI)
Western Montana College (MT)
Western Oregon State College (OR)
Western Washington University (WA)
Wichita State University (The) (KS)
William Paterson College of New Jersey (NJ)
Winston-Salem State University (NC)
Wright State University (OH)
Youngstown State University (OH)

Total Institutions = 221

APPENDIX C

CUPA Private Faculty Salary-Trend Studies: 1990-91 and 1993-94

Institutions Participating in Both Studies:

Abilene Christian University (TX)
Adrian College (MI)
Agnes Scott College (GA)
Albertus Magnus College (CT)
Alfred University (NY)
Allenton College of St. Francis de Sales (PA)
Alma College (MI)
Alvernia College (PA)
Alverno College (WI)
American University (The) (DC)
Amherst College (MA)
Anderson University (IN)
Anna Maria College (MA)
Aquinas College (MI)
Arkansas College (AR)
Ashland University (OH)
Aurora University (IL)
Avila College (MO)
Azusa Pacific University (CA)
Babson College (MA)
Baker College of Flint (MI)
Baldwin-Wallace College (OH)
Barry University (FL)
Beaver College (PA)
Bellarmine College (KY)
Belmont University (TN)
Benedict College (SC)
Benedictine College (KS)
Bentley College (MA)
Bethany College (KS)
Bethany College (WV)
Bethel College (IN)
Bethel College (MN)
Birmingham-Southern College (AL)
Blackburn University (IL)
Bloomfield College (NJ)
Bradley University (OH)
Bridgewater College (VA)
Bryn Mawr College (PA)
Cabrini College (PA)
Caldwell College (NJ)
Calvin College (MI)
Capitol College (MD)
Catawba College (NC)
Catholic University of America (DC)
Centenary College of Louisiana (LA)
Central Baptist College (AR)
Central College (IA)
Charleston Southern University (SC)
Christian Brothers University (TN)
Clarke College (IA)
Clarkson University (NY)
Clear Creek Baptist Bible College (KY)
Coker College (SC)
College of Great Falls (MT)
College of Mount Saint Vincent (NY)
College of Notre Dame (CA)
College of Notre Dame of Maryland (MD)
College of Saint Benedict (MN)
College of Saint Elizabeth (NJ)
College of Saint Rose (NY)
College of St. Catherine (MN)
College of St. Scholastica (MN)
College of the Southwest (NM)
Columbia College (MO
Columbia College (SC)
Concordia College (MN)
Concordia College (NE)
Concordia University Wisconsin (WI)
Cornell College (IA)
Creighton University (NE)
D'Youville College (NY)
Dakota Wesleyan University (SD)
Davidson College (NC)
Davis & Elkins College (WV)
Defiance College (The) (OH)
DePaul University (IL)
Dickinson College (PA)
Doane College (NE)
Dominican College (NY)
Dordt College (IA)
Drake University (IA)
Drew University (NJ)
Drexel University (PA)
Drury College (MO)
Duquesne University (PA)
Eckerd College (FL)
Edgewood College (WI)
Elizabethtown College (PA)
Elmira College (NY)
Emory & Henry College (VA)
Fairfield University (CT)
Ferrum College (VA)
Franciscan University of Steubenville (OH)
Franklin and Marshall College (PA)
Freed-Hardeman University (TN)
Friends University (KS)
Furman University (SC)

Participating Institutions (continued):

Garner-Webb University (NC)
George Washington University (DC)
Georgetown University (DC)
Gonzaga University (WA)
Gordon College (MA)
Goshen College (IN)
Great Lakes Christian College (MI)
Grinnell College (IA)
Guilford College (NC)
Hampton University (VA)
Hartwick College (NY)
Hastings College (NE)
Hebrew College (MA)
Heidelberg College (OH)
Hilbert College (NY)
Hobart and William Smith Colleges (NY)
Holy Family College (PA)
Holy Names College (CA)
Hope College (MI)
Houghton College (NY)
Immaculata College (PA)
Iona College (NY)
Jamestown College (ND)
John Carroll University (OH)
Johnson C. Smith University (NC)
Judson College (AL)
Kalamazoo College (MI)
Kenyon College (OH)
King's College (PA)
La Roche College (PA)
LaGrange College (GA)
Lakeland College (WI)
Lancaster Bible College (PA)
Le Moyne College (NY)
Lebanon Valley College of Pennsylvania (PA)
Lees McRae College (NC)
LeTourneau University (TX)
Limestone College (SC)
Lindsey Wilson College (KY)
Linfield College (OR)
Loras College (IA)
Loyola College in Maryland (MD)
Loyola Marymount University (CA)
Lubbock Christian University (TX)
Lycoming College (PA)
Lynchburg College (VA)
Madonna University (MI)
Malone College (OH)
Manhattan College (NY)
Marist College (NY)
Mars Hill College (NC)
Mary Baldwin College (VA)
Marymount College Tarrytown (NY)
Maryville University of St. Louis (MO)
Marywood College (PA)
Massachusetts Institute of Technology (MA)
Medaille College (NY)
Memphis Theological Seminary (TN)
Mercer University (GA)
Mercy College (NY)
Midland Lutheran College (NE)
Midway College (KY)
Millikin University (IL)
Monmouth College (NJ)
Montreat-Anderson College (NC)
Moravian College (PA)
Mount Union College (OH)
Muhlenberg College (PA)
Muskingum College (OH)
Neumann College (PA)
Niagara University (NY)
North Central College (IL)
Northeastern University (MA)
Northland College (WI)
Northwest College (WA)
Northwestern College (IA)
Norwich Univesrity (VT)
Notre Dame College of Ohio (OH)
Nusson College (ME)
Oakwood College (AL)
Occidental College (CA)
Ohio Northern University (OH)
Ohio Wesleyan University (OH)
Oklahoma Baptist University (OK)
Olivet Nazarene University (IL)
Our Lady of Holy Cross College (LA)
Our Lady of the Lake University (TX)
Pace University (NY)
Pacific Lutheran University (WA)
Palm Beach Atlantic College (FL)
Pepperdine University (CA)
Pfeiffer College (NC)
Pikeville College (KY)
Pine Manor College (MA)
Point Park College (PA)
Presbyterian College (SC)
Quincy College (IL)
Quinnipiac College (CT)
Randolph-Macon College (VA)
Randolph-Macon Woman's College (VA)
Reed College (OR)
Reformed Bible College (MI)
Rensselaer Polytechnic Institute (NY)
Rider College (NJ)
Ripon College (WI)
Rivier College (NH)
Robert Morris College (PA)
Rockhurst College (MO)

Participating Institutions (continued):

Rocky Mountain College (MT)
Rollins College (FL)
Roosevelt University (IL)
Rosary College (IL)
Rose-Hulman Institute of Technology (IN)
Russell Sage College (NY)
Sacred Heart University (CT)
Saint Francis College (PA)
Saint Joseph's University (PA)
Saint Martin's College (WA)
Saint Mary College (KS)
Saint Mary's College (IN)
Saint Mary's College of California (CA)
Saint Meinrad College (IN)
Saint Vincent College (PA)
Salem College (NC)
Santa Clara University (CA)
Schreiner College (TX)
Scripps College (CA)
Seattle Pacific University (WA)
Seattle University (WA)
Seton Hill College (PA)
Shorter College (GA)
Siena Heights College (MI)
Simpson College (IA)
Simpson College (CA)
Sioux Falls College (SD)
Skidmore College (NY)
Southwestern Assemblies of God College (TX)
Spalding University (KY)
Spring Hill College (AL)
St. Ambrose University (IA)
St. Bonaventure University (NY)
St. Edward's University (TX)
St. Francis College (NY)
St. John Fisher College (NY)
St. John's University (MN)
St. Norbert College (WI)
St. Thomas University (FL)
Stanford University (CA)
Stillman College (AL)
Susquehanna University (PA)
Syracuse University (NY)
Tabor College (KS)
Teikyo Westmar University (IA)
Texas Christian University (TX)
Thomas More College (KY)
Tiffin University (OH)
Transylvania University (KY)
Tri-State University (IN)
Tusculum College (TN)
Tuskegee University (AL)
Union Institute (The) (OH)
Union University (TN)
University of Bridgeport (CT)
University of Central Texas (TX)
University of Charleston (The) (WV)
University of Dallas (TX)
University of Dayton (OH)
University of Denver (CO)
University of Dubuque (IA)
University of Evansville (IN)
University of La Verne (CA)
University of Miami (FL)
University of New Haven (CT)
University of Portland (OR)
University of Richmond (VA)
University of San Diego (CA)
University of San Francisco (CA)
University of St. Thomas (TX)
University of St. Thomas (MN)
University of the Ozarks (AR)
University of The South (The) (TN)
University of Tulsa (OK)
Upper Iowa University (IA)
Villanova University (PA)
Viterbo College (WI)
Walsh College (OH)
Warner Southern College (FL)
Wartburg College (IA)
Washington and Jefferson College (PA)
Washington and Lee University (VA)
Washington College (MD)
Webber College (FL)
Wesley College (DE)
Wesleyan College (GA)
Western Baptist College (OR)
Western Maryland College (MD)
Westminster College (PA)
Westminster College of Salt Lake City (UT)
Wheaton College (MA)
Wheeling Jesuit College, Inc. (WV)
Whittier College (CA)
Widener University (PA)
William Jewell College (MO)
Wilmington College (OH)
Wilmington College (DE)
Wingate College (NC)
Wisconsin Lutheran College (WI)
Woodbury University (CA)
York College of Pennsylvania (PA)

Total Institutions: 306

SALARY-TREND STUDY OF FACULTY IN MULTI/INTERDISCIPLINARY STUDIES FOR THE YEARS 1990-91 and 1993-94

By
Richard D. Howe
and
Keith Alexander Erwin

Since 1982-83 the College and University Personnel Association (CUPA) in Washington, D.C., in cooperation with Appalachian State University in Boone, North Carolina, has conducted annual national faculty salary studies by discipline and rank each year through 1993-94. Each year two separate studies are conducted, one for public senior colleges and universities, and the other for private senior colleges and universities.

Salary data for each study were collected and tabulated for full-time teaching faculty in 42 selected academic disciplines including multi/interdisciplinary studies. The disciplines were chosen from among those defined by A Classification of Instructional Programs (CIP), 1990. The definition of the discipline/major field of multi/interdisciplinary studies in the CIP is as follows:

> A summary of groups of instructional programs, the components of which derive from two or more separate instructional programs.*
>
> [*A Classification of Instructional Programs (Washington, D.C.: National Center for Education Statistics, [1990], p. 121--30).]

This article presents a summary of the overall average salary increases in the discipline/major field of multi/interdisciplinary studies from the "baseline year" of 1990-91 to and including the "trend year" of 1993-94 for both public and private institutions. Of the 282 institutions which participated in CUPA's PUBLIC study of 1990-91, 221 also participated in 1993-94. Data from those same 221 institutions were used in both the baseline year and the trend year. Of the 494 institutions which participated in CUPA's PRIVATE study of 1990-91, 306 also participated in 1993-94. Data from those same 306 institutions were used in both the baseline year and the trend year.

This article lists the average salaries of multi/interdisciplinary studies for both public and private participating institutions by rank, including NEW ASST PROF (new assistant professor), the FAC MIX PCT (faculty mix percentage) and the SALARY FACTOR. In addition, comparisons are made with the CPI (Consumer Price Index) of changes in cost-of-living between the two studies for each of the two study years (1990-91 and 1993-94).

The CPI uses a base period of 1982-84 and is based on prices of food, clothing, shelter and fuels, transportation, medical care, entertainment, and other goods and services that people buy for day-to-day living. In examining trends in faculty salary, it is important to consider any changes in the purchasing power of salaries due to inflation. Thus by comparing changes in the faculty salaries with the CPI, a more precise representation of "real" salary increases is yielded.

The salary is based on a nine- or ten-month academic year salary of full-time faculty only. It does not include any faculty members teaching less than 51 percent. Salary for summer academic work, fringe benefits, and perquisites are not included in the salary data. The average salary is based on the study information with the assumption that all employees are full-time. The average salary displayed is an average of all faculty salaries reported for a given rank and discipline.

The "NUM" means the number of faculty members whose salaries were included to compute the average salary.

The "N/IN" means the number of institutions that reported salary data for a given academic rank and discipline/major field.

The FAC MIX PCT is the percentage of faculty in a given discipline/major

field who hold a given academic rank. For example, a FAC MIX PCT factor of 33.5 for associate professor of multi/interdisciplinary studies in the 1990-91 public study means that 33.5 percent of the faculty in that discipline/major field hold the rank of associate professor.

The SALARY FACTOR for a given rank of a given discipline/major field is the ratio of the average salary to the total average salary of all institutions in each of the four studies: PUBLIC 1990-91, PUBLIC 1993-94, PRIVATE 1990-91 and PRIVATE 1993-94. For example, a SALARY FACTOR of 1.00 for associate professors in the discipline/major field of multi/interdisciplinary studies in the 1990-91 public study means that their average salary is is the same as the average salary of all associate professors in all institutions in that study.

NEW ASST PROF is the grouping of assistant professors who were hired for the first time in the fall of the study year (1990-91 or 1993-94). All information for this group was included in the ASST PROF group for reporting purposes. This group is used mainly for new hiring information.

ALL MAJOR FIELDS is the entire data base for all 42 disciplines/major fields in each of the four studies. It is used to compare, among other things, the discipline/major field of multi/interdisciplinary studies with the entire data base for each study.

Of particular importance to the reader is noting the size of the sample on which each percentage or dollar value is based. The smaller the number in the group, the greater the effect of extreme scores on a descriptive statistic such as the average. It should be noted also that any large disparity in the sample sizes between the "baseline year" of 1990-91 and the "trend year" of 1993-94 will lessen the reliability and validity of any conclusions that one might make based on a simple comparison of averages.

	PROF			ASSO PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN
PUBIC, 1990-91: DISCIPLINE: MULTI/INTERDISCIPLINARY STUDIES MAJOR FIELD: MULTI/INTERDISCIPLINARY STUDIES																		
AVERAGE SALARY:	48388	96	28	40129	86	24	32510	62	22	29638	4	4	29080	13	7	40817	257	37
FAC MIX PCT:	37.4%			33.5%			24.1%			1.6%			5.1%			100.0%		
SALARY FACTOR:	0.98			1.00			0.97			0.91			1.12			1.02%		
ALL MAJOR FIELDS																		
AVERAGE SALARY:	49382	20535		40201	17323		33479	17898		32406	2968		25977	5278		40089	61034	221
FAC MIX PCT:	33.6%			28.4%			29.3%			4.9%			8.6%			100.0%		
PUBLIC, 1993-94: DISCIPLINE: MULTI/INTERDISCIPLINARY STUDIES MAJOR FIELD: MULTI/INTERDISCIPLINARY STUDIES																		
AVERAGE SALARY:	54021	84	26	44114	55	21	34456	61	20	38035	7	6	25823	20	8	43556	220	38
FAC MIX PCT:	38.2%			25.0%			27.7%			3.2%			9.1%			100.0%		
SALARY FACTOR:	1.01			1.02			0.95			1.09			0.94			1.00		
ALL MAJOR FIELDS																		
AVERAGE SALARY:	53700	20965		43457	17404		36275	17890		34850	2587		27419	4384		43720	60643	221
FAC MIX PCT:	34.6%			28.7%			29.5%			4.3%			7.2%			100.0%		
PRIVATE, 1990-91: DISCIPLINE: MULTI/INTERDISCIPLINARY STUDIES MAJOR FIELD: MULTI/INTERDISCIPLINARY STUDIES																		
AVERAGE SALARY:	40185	85	17	37279	36	16	30102	40	19	26663	3	3	27983	14	10	36306	175	30
FAC MIX PCT:	48.6%			20.6%			22.9%			1.7%			8.0%			100.0%		
SALARY FACTOR:	0.78			0.95			0.92			0.86			1.07			0.90		
ALL MAJOR FIELDS																		
AVERAGE SALARY:	51194	10278		39238	9563		32704	9984		30965	1513		26246	1868		40291	31693	306
FAC MIX PCT:	32.4%			30.2%			31.5%			4.8%			5.9%			100.0%		
PRIVATE, 1993-94: DISCIPLINE: MULTI/INTERDISICIPLINARY STUDIES MAJOR FIELD: MULTI/INTERDISCIPLINARY STUDIES																		
AVERAGE SALARY:	55107	14	10	42947	23	10	36745	24	9	35667	3	2	34001	5	3	42594	66	20
FAC MIX PCT:	21.2%			34.8%			36.4%			4.5%			7.6%			100.0%		
SALARY FACTOR:	0.95			0.98			1.01			1.06			1.19			0.94		
ALL MAJOR FIELDS																		
AVERAGE SALARY:	57805	10854		43900	9968		36283	10119		33719	1372		28694	1637		45403	32578	306
FAC MIX PCT:	33.3%			30.6%			31.1%			4.2%			5.0%			100.0%		

RESULTS OF THE TWO PUBLIC STUDIES, 1990-91 and 1993-94

In the PUBLIC 1990-91 salary study in the above table, the reader may note that the discipline/major field of multi/interdisciplinary studies was reported in 37 of the 221 public institutions. The average salary of the 257 faculty was $40,817. This average salary was approximately 1.8 percent higher than the average salary of $40,089 for all 61,034 faculty in ALL MAJOR FIELDS in the 1990-91 public study.

In the PUBLIC 1993-94 salary study in the above table, the discipline/major field of multi/interdisciplinary studies was reported in 38 of the same 221 public institutions. The average salary of the 220 faculty was $43,556. This average salary was approximately .37 percent lower than the average salary of $43,720 for all 60,642 faculty in ALL MAJOR FIELDS in the 1993-94 public study.

The increase in average salaries for all faculty in the discipline/major field of multi/interdisciplinary studies after three years in the public institutions studied was 6.7 percent ($43,556 minus $40,817 equals $2,739). The CPI of increased cost-of-living between October 1990 and October 1993 was 9.1 percent. A more realistic increase, therefore, in the average faculty salaries over the three-year period, is 2.4 percent or .8 percent each year below the cost-of-living.

The increase in average salaries for all faculty in ALL MAJOR FIELDS after three years in the public institutions studied was 9.1 percent ($43,720 minus $40,089 equals $3,631). In comparison to the discipline/major field of multi/-interdisciplinary studies (6.7%), therefore, the faculty in ALL MAJOR FIELDS received a relative increase in their salaries of 2.4 percent (9.1 minus 6.7% equals 2.4%) more than faculty in the discipline/major field of multi/interdisciplinary studies.

The reader may note that the faculty mix percentage in multi/interdisciplinary studies is higher at the professor rank than at the assistant professor rank in the 1990-91 study: 37.4 percent vs. 24.1 percent, and in the 1993-94 study it is 38.2 percent vs. 27.7 percent, respectively. The differences in faculty mix percentage at the ranks of professor and assistant professor in ALL MAJOR FIELDS for both public studies are as follows: 33.6 percent vs. 29.3 percent (1990-91) and 24.6 percent vs. 29.3 percent (1993-94), respectively.

Finally, the hiring rate of new assistant professors in multi/interdisciplinary studies in the public studies was lower than the hiring rate of ALL MAJOR FIELDS in 1990-91, 1.5 percent (4/257) vs. 4.9 percent (2,968/61,034), respectively; and lower in 1993-94, 3.1 percent (7/220) vs. 4.3 percent (2,587/-60,643), respectively.

RESULTS OF THE TWO PRIVATE STUDIES, 1990-91 and 1993-94

In the PRIVATE 1990-91 salary study in the above table, the reader may note that the discipline/major field of multi/interdisciplinary studies was reported in 30 of the 306 private institutions. The average salary of the 175 faculty was $36,306. This average salary was 11.0 percent lower than the average salary of $40,291 for all 31,693 faculty in ALL MAJOR FIELDS in the 1990-91 private study.

In the PRIVATE 1993-94 salary study in the above table, the discipline/-major field of multi/interdisciplinary studies was reported in 20 of the same 306 private institutions. The average salary of the 66 faculty was $42,594. This average salary was 6.6 percent lower than the average salary of $45,403 for all 32,578 faculty in ALL MAJOR FIELDS in the 1993-94 private study.

The increase in average salaries for all faculty in multi/interdisciplinary studies after three years in the private institutions studied was 17.3 percent ($42,594 minus $36,306 equals $6,288). The CPI of increased cost-of-living between October 1990 and October 1993 was 9.1 percent. A more realistic increase, therefore,in the average faculty salaries over the three-year time period, is

8.2 percent or 2.7 percent each year above the cost-of-living.

The increase in average salaries for all faculty in ALL MAJOR FIELDS after three years in the private institutions studied was 12.7 percent ($45,403 minus $40,291 equals $5,112). In comparison to the discipline/major field of multi/-interdisciplinary studies (17.3%), therefore, the faculty in ALL MAJOR FIELDS increased their salaries by 4.6 percent (17.3% minus 12.7 equals 4.6) less than faculty in multi/interdisciplinary studies.

In the discipline/major field of multi/interdisciplinary studies, the reader may note that the faculty mix percentage is higher at the professor rank in comparison to the assistant professor rank in both studies: 48.6 percent vs. 22.9 percent (1990-91), respectively; and lower in 1993-94; 21.2 percent vs. 36.4 percent, (1993-94), respectively. The differences in the ranks of professor and assistant professor in ALL MAJOR FIELDS for both private studies are as follows: 32.4 percent vs. 31.5 percent (1990-1991), and 33.3 percent vs. 31.1 percent (1993-94), respectively.

Finally, the reader may note that the hiring rate of new assistant professors in multi/interdisciplinary studies was lower than the hiring rate in ALL MAJOR FIELDS in the 1990-91 private study: 1.7 percent (3/175) vs. 4.8 percent (1,513/31,693), respectively, and higher in the 1993-94 private study: 4.5 percent (3/66) vs. 4.2 percent (1,372/32,578), respectively.

CONCLUDING REMARKS

This article presented salary-trend information on the academic discipline/-major field of multi-interdisciplinary studies and compared that information with ALL MAJOR FIELDS and with the CPI over a period of three years from the "baseline year" of 1990-91 through the "trend year" of 1993-94. Two studies, one for public institutions, and the other for private institutions were conducted for the baseline year and for the trend year--a total of four studies. A total of 718 (.4%) faculty in the discipline/major field of multi/interdisciplinary studies participated and were included in the 42 disciplines/major fields in each of the four studies and in the overall total of 185,948 participating faculty. The same 221 public institutions and the same 306 private institutions in the United States participated in the baseline year and in the trend year.

Although many interpolations and extrapolations of the data may be made, a few of the more important ones are as follows. First, the average faculty salary in the discipline/major field of multi/interdisciplinary studies in 1990-91 in the public and private studies were 2 percent above and 10 percent below the average faculty salary factors for all ranks in ALL MAJOR FIELDS (1.00), respectively. The average faculty salary factors for all ranks in multi/interdisciplinary studies in 1993-94 in the public and private studies were even with and 6 percent below the average salary factors for all ranks in ALL MAJOR FIELDS (1.00), respectively.

Second, the CPI of October 1993 increased 9.1 percent from the CPI of October 1990, and indicates that the faculty in multi/interdisciplinary studies in the public institutions received an average annual salary increase of .8 percent below the cost-of-living. In the private institutions the annual average salary increase was 2.7 percent above the cost-of-living.

Third, in the discipline/major field of multi/interdisciplinary studies the professor rank FAC MIX PCTs are higher than those in the assistant professor rank in both the 1990-91 and 1993-94 public studies, and higher in the 1990-91 private study but lower in the 1993-94 private study.

Finally, the hiring rate of new assistant professors in multi/interdisciplinary studies was lower in the 1990-91 and 1993-94 public studies and the 1990-91 private study than in ALL MAJOR FIELDS but lower in the 1993-94 private study.

Now that a rather significant data base of average faculty salaries in the individual academic discipline/major field of multi/interdisciplinary studies is being developed, it is anticipated that this current information will be a valuable reference tool for interested administrators and professors.

Richard D. Howe is the originator and director of the annual CUPA faculty salary studies. He is a professor of leadership and educational studies at Appalachian State University, Boone, North Carolina. Co-author Keith Alexander Erwin is a research educationist in the Office of Equal Opportunity at Appalachian State University.

APPENDICES:

A - OVERALL LIST OF SELECTED DISCIPLINES, page 10

B - LIST OF PUBLIC Participating Institutions, page 11

C - LIST OF PRIVATE Participating Institutions, page 14

APPENDIX A

OVERALL LIST OF SELECTED DISCIPLINES

ACCOUNTING

ADMINISTRATIVE ASSISTANT/SECRETARIAL SCIENCE, GENERAL

ANTHROPOLOGY

AREA, ETHNIC, AND CULTURAL STUDIES

BIOLOGICAL SCIENCES/LIFE SCIENCES

BUSINESS ADMINISTRATION AND MANAGEMENT, GENERAL

BUSINESS MANAGEMENT AND ADMINISTRATIVE SERVICES

BUSINESS/MANAGERIAL ECONOMICS

BUSINESS MARKETING AND MARKETING MANAGEMENT

CHEMISTRY, GENERAL

COMMUNICATIONS

COMMUNICATION TECHNOLOGIES

COMPUTER AND INFORMATION SCIENCES

COUNSELOR EDUCATION COUNSELING AND GUIDANCE SERVICES

DRAMA/THEATER ARTS, GENERAL

ECONOMICS, GENERAL

EDUCATION

ENGINEERING

ENGINEERING-RELATED TECHNOLOGIES

ENGLISH LANGUAGE AND LITERATURE/LETTERS

FOREIGN LANGUAGES AND LITERATURES

GEOGRAPHY

GEOLOGY

HISTORY, GENERAL

HOME ECONOMICS

LIBRARY SCIENCE

MATHEMATICS

MULTI/INTERDISCIPLINARY STUDIES

MUSIC, GENERAL

NURSING (R.N. TRAINING)

PHILOSOPHY AND RELIGION

PHYSICAL SCIENCES

PHYSICS, GENERAL

POLITICAL SCIENCE, GENERAL

PROTECTIVE SERVICES

PSYCHOLOGY

READING TEACHER EDUCATION

SOCIOLOGY

SPECIAL EDUCATION, GENERAL

SPEECH-LANGUAGE PATHOLOGY AND AUDIOLOGY

TEACHER EDUCATION

VISUAL AND PERFORMING ARTS

TOTAL: 42

APPENDIX B

CUPA Public Faculty Salary-Trend Studies: 1990-91 and 1993-94

Institutions Participating in Both Studies:

Alabama A&M University (AL)
Angelo State University (TX)
Appalachian State University (NC)
Arkansas State University (AR)
Arkansas Technical University (AR)
Armstrong State College (GA)
Auburn University of Montgomery (AL)
Augusta College (GA)
Austin Peay State University (TN)
Ball State University (IN)
Black Hills State University (SD)
Bluefield State College (WV)
Boise State University (ID)
Bowie State University (MD)
Bridgewater State College (MA)
California State University Sacramento (CA)
California State University Stanislaus (CA)
Castleton State College (VT)
Central Michigan University (MI)
Central Missouri State University (MO)
Christopher Newport University (VA)
Clarion University of Pennsylvania (PA)
Cleveland State University (OH)
Clinch Valley College of the University of Virginia (VA)
College of Staten Island of the City University of New York (NY)
Columbus College (GA)
Dakota State University (SD)
Delta State University (MS)
Dickinson State University (ND)
East Central University (OK)
East Stroudsburg University (PA)
East Tennessee State University (TN)
East Texas State University (TX)
Eastern Connecticut State University (CT)
Eastern Illinois University (IL)
Eastern Kentucky University (KY)
Eastern Michigan University (MI)
Eastern Montana College (MT)
Eastern New Mexico University (NM)
Eastern Oregon State College (OR)
Eastern Washington University (WA)
Edinboro University of Pennsylvania (PA)
Emporia State University (KS)
Fitchburg State College (MA)
Fort Hays State University (KS)
Fort Lewis College (CO)
Framingham State College (MA)
Francis Marion University (SC)
Georgia College (GA)
Georgia Southern University (GA)
Georgia Southwestern College (GA)
Grambling State University (LA)
Grand Valley State University (MI)
Harris-Stowe State College (MO)
Henderson State University (AR)
Illinois State University (IL)
Indiana University of Pennsylvania (PA)
Jacksonville State University (AL)
James Madison University (VA)
Keene State College (NH)
Kennesaw State College (GA)
Kent State University (OH)
Kutztown University of Pennsylvania (PA)
Lake Superior State University (MI)
Lander College (SC)
Livingston University (AL)
Longwood College (VA)
Louisiana State University in Shreveport (LA)
Louisiana Tech University (LA)
Mankato State University (MN)
Marshall University (WV)
Mayville State University (NE)
McNeese State University (LA)
Mesa State College (CO)
Metropolitan State College of Denver (CO)
Middle Tennessee State University (TN)
Millersville University of Pennsylvania (PA)
Minot State University (ND)
Mississippi Valley State University (MS)
Missouri Southern State College (MO)
Missouri Western State College (MO)
Montana College of Mineral Science and Technology (MT)
Montclair State College (NJ)
Moorhead State University (MN)
Morehead State University (KY)
Morgan State University (MD)
Murray State University (KY)
New Mexico Highlands University (NM)
Nicholls State University (LA)
North Adams State College (MA)
North Carolina Agricultural and Technical State University (NC)

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Participating Institutions (continued):

Northeast Louisiana University (LA)
Northeast Missouri State University (MO)
Northeastern Illinois University (IL)
Northern Arizona University (AZ)
Northern Illinois University (IL)
Northern Kentucky University (KY)
Northern State University (SD)
Northwest Missouri State University (MO)
Northwestern State University (LA)
Oakland University (MI)
Oklahoma Panhandle State University (OK)
Old dominion University (VA)
Oregon Institute of Technology (OR)
Peru State College (NE)
Pittsburg State University (KS)
Portland State University (OR)
Prairie View A&M University (TX)
Purdue University Calumet (IN)
Ramapo College of New Jersey (NJ)
Rhode Island College (RI)
Saginaw Valley State University (MI)
Salem State College (MA)
Salisbury State University (MD)
San Diego State University (CA)
Sangamon State University (IL)
Shawnee State University (OH)
Shippensburg University of Pennsylvania (PA)
Sonoma State University (CA)
Southeast Missouri State University (MO)
Southwastern Louisiana University (LA)
Southeastern Oklahoma State University (OK)
Southern Arkansas University (AR)
Southern college of Technology (GA)
Southern Connecticut State University (CT)
Southern Illinois University at Edwardsville (IL)
Southwest Missouri State University (MO)
Southwest Texas State University (TX)
St. Claud State University (MN)
State University of New York at Brockport (NY)
State University of New York College at Fredonia (NY)
State University of New York College at Geneseo (NY)
State University of New York College at Oneonta (NY)
State University of New York College at Oswego (NY)
State University of New York College at Plattsburgh (NY)
State University of New York College at Potsdam (NY)
Tarleton State University (TX)
Tennessee Technological University (TN)
Texas A&M University-Corpus Christi TX)
Texas Woman's University (TX)
Towson State University (MD)
Trenton State College (NJ)
University of Akron (OH)
University of Alabama in Huntsville (AL)
University of Alaska Southeast (AK)
University of Arkansas at Little Rock (AR)
University of Central Florida (FL)
University of Central Oklahoma (OK)
University of Colorado at Colorado Springs (CO)
University of Guam (GU)
University of Houston-Clear Lake (TX)
University of Maine at Farmington (ME)
University of Maine at Fort Kent (ME)
University of Maryland Baltimore County (MD)
University of Massachusetts Dartmouth (MA)
University of Massachusetts Lowell (MA)
University of Memphis (TN)
University of Missouri-St. Louis (MO)
University of Montevallo (AL)
University of Nebraska at Kearney (NE)
University of Nebraska at Omaha (NE)
University of North Carolina at Asheville (NC)
University of North Carolina at Charlotte (NC)
University of North Carolina at Greensboro (NC)
University of North Carolina at Wilmington (NC)
University of North Texas (TX)
University of Pittsburgh at Bradford (PA)
University of Puerto Rico-Cayey (PR)
University of Puerto Rico-Humacao University College (PR)
University of Science and Arts of Oklahoma (OK)
University of South Alabama (AL)
University of South Carolina at Spartanburg (SC)
University of Southern Carolina-Aiken (SC)
University of South Florida (The) (FL)
University of Southern Colorado (CO)
University of Southern Indiana (IN)
University of Southern Maine (ME)
University of Southern Mississippi (MS)
University of Southwestern Louisiana (LA)
University of Tennessee at Chattanooga (TN)
University of Texas at Dallas (The) (TX)
University of Texas at El Paso (The) (TX)
University of Texas at San Antonio (TX)
University of Texas at Tyler (The) (TX)

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Participating Institutions (continued):

University of the Virgin Islands (VI)
University of West Florida (FL)
University of Wisconsin-Eau Claire (WI)
University of Wisconsin-Green Bay (WI)
University of Wisconsin-LaCrosse (WI)
University of Wisconsin-Oshkosh (WI)
University of Wisconsin-Parkside (WI)
University of Wisconsin-Platteville (WI)
Univesrity of Wisconsin-Stevens Point (WI)
University of Wisconsin-Superior (WI)
University of Wisconsin-Whitewater (WI)
Valley City State University (ND)
Washburn University (KS)
Wayne State College (NE)
Weber State University (UT)
West Chester University of Pennsylvania (PA)
West Georgia College (GA)
Western Carolina University (NC)
Western Illinois University (IL)
Western Kentucky University (KY)
Western Michigan University (MI)
Western Montana College (MT)
Western Oregon State College (OR)
Western Washington University (WA)
Wichita State University (The) (KS)
William Paterson College of New Jersey (NJ)
Winston-Salem State University (NC)
Wright State University (OH)
Youngstown State University (OH)

Total Institutions = 221

APPENDIX C

CUPA Private Faculty Salary-Trend Studies: 1990-91 and 1993-94

Institutions Participating in Both Studies:

Abilene Christian University (TX)
Adrian College (MI)
Agnes Scott College (GA)
Albertus Magnus College (CT)
Alfred University (NY)
Allenton College of St. Francis de Sales (PA)
Alma College (MI)
Alvernia College (PA)
Alverno College (WI)
American University (The) (DC)
Amherst College (MA)
Anderson University (IN)
Anna Maria College (MA)
Aquinas College (MI)
Arkansas College (AR)
Ashland University (OH)
Aurora University (IL)
Avila College (MO)
Azusa Pacific University (CA)
Babson College (MA)
Baker College of Flint (MI)
Baldwin-Wallace College (OH)
Barry University (FL)
Beaver College (PA)
Bellarmine College (KY)
Belmont University (TN)
Benedict College (SC)
Benedictine College (KS)
Bentley College (MA)
Bethany College (KS)
Bethany College (WV)
Bethel College (IN)
Bethel College (MN)
Birmingham-Southern College (AL)
Blackburn University (IL)
Bloomfield College (NJ)
Bradley University (OH)
Bridgewater College (VA)
Bryn Mawr College (PA)
Cabrini College (PA)
Caldwell College (NJ)
Calvin College (MI)
Capitol College (MD)
Catawba College (NC)
Catholic University of America (DC)
Centenary College of Louisiana (LA)
Central Baptist College (AR)
Central College (IA)
Charleston Southern University (SC)
Christian Brothers University (TN)
Clarke College (IA)
Clarkson University (NY)
Clear Creek Baptist Bible College (KY)
Coker College (SC)
College of Great Falls (MT)
College of Mount Saint Vincent (NY)
College of Notre Dame (CA)
College of Notre Dame of Maryland (MD)
College of Saint Benedict (MN)
College of Saint Elizabeth (NJ)
College of Saint Rose (NY)
College of St. Catherine (MN)
College of St. Scholastica (MN)
College of the Southwest (NM)
Columbia College (MO
Columbia College (SC)
Concordia College (MN)
Concordia College (NE)
Concordia University Wisconsin (WI)
Cornell College (IA)
Creighton University (NE)
D'Youville College (NY)
Dakota Wesleyan University (SD)
Davidson College (NC)
Davis & Elkins College (WV)
Defiance College (The) (OH)
DePaul University (IL)
Dickinson College (PA)
Doane College (NE)
Dominican College (NY)
Dordt College (IA)
Drake University (IA)
Drew University (NJ)
Drexel University (PA)
Drury College (MO)
Duquesne University (PA)
Eckerd College (FL)
Edgewood College (WI)
Elizabethtown College (PA)
Elmira College (NY)
Emory & Henry College (VA)
Fairfield University (CT)
Ferrum College (VA)
Franciscan University of Steubenville (OH)
Franklin and Marshall College (PA)
Freed-Hardeman University (TN)
Friends University (KS)
Furman University (SC)

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Participating Institutions (continued):

Garner-Webb University (NC)
George Washington University (DC)
Georgetown University (DC)
Gonzaga University (WA)
Gordon College (MA)
Goshen College (IN)
Great Lakes Christian College (MI)
Grinnell College (IA)
Guilford College (NC)
Hampton University (VA)
Hartwick College (NY)
Hastings College (NE)
Hebrew College (MA)
Heidelberg College (OH)
Hilbert College (NY)
Hobart and William Smith Colleges (NY)
Holy Family College (PA)
Holy Names College (CA)
Hope College (MI)
Houghton College (NY)
Immaculata College (PA)
Iona College (NY)
Jamestown College (ND)
John Carroll University (OH)
Johnson C. Smith University (NC)
Judson College (AL)
Kalamazoo College (MI)
Kenyon College (OH)
King's College (PA)
La Roche College (PA)
LaGrange College (GA)
Lakeland College (WI)
Lancaster Bible College (PA)
Le Moyne College (NY)
Lebanon Valley College of Pennsylvania (PA)
Lees McRae College (NC)
LeTourneau University (TX)
Limestone College (SC)
Lindsey Wilson College (KY)
Linfield College (OR)
Loras College (IA)
Loyola College in Maryland (MD)
Loyola Marymount University (CA)
Lubbock Christian University (TX)
Lycoming College (PA)
Lynchburg College (VA)
Madonna University (MI)
Malone College (OH)
Manhattan College (NY)
Marist College (NY)
Mars Hill College (NC)
Mary Baldwin College (VA)
Marymount College Tarrytown (NY)
Maryville University of St. Louis (MO)
Marywood College (PA)
Massachusetts Institute of Technology (MA)
Medaille College (NY)
Memphis Theological Seminary (TN)
Mercer University (GA)
Mercy College (NY)
Midland Lutheran College (NE)
Midway College (KY)
Millikin University (IL)
Monmouth College (NJ)
Montreat-Anderson College (NC)
Moravian College (PA)
Mount Union College (OH)
Muhlenberg College (PA)
Muskingum College (OH)
Neumann College (PA)
Niagara University (NY)
North Central College (IL)
Northeastern University (MA)
Northland College (WI)
Northwest College (WA)
Northwestern College (IA)
Norwich Univesrity (VT)
Notre Dame College of Ohio (OH)
Nusson College (ME)
Oakwood College (AL)
Occidental College (CA)
Ohio Northern University (OH)
Ohio Wesleyan University (OH)
Oklahoma Baptist University (OK)
Olivet Nazarene University (IL)
Our Lady of Holy Cross College (LA)
Our Lady of the Lake University (TX)
Pace University (NY)
Pacific Lutheran University (WA)
Palm Beach Atlantic College (FL)
Pepperdine University (CA)
Pfeiffer College (NC)
Pikeville College (KY)
Pine Manor College (MA)
Point Park College (PA)
Presbyterian College (SC)
Quincy College (IL)
Quinnipiac College (CT)
Randolph-Macon College (VA)
Randolph-Macon Woman's College (VA)
Reed College (OR)
Reformed Bible College (MI)
Rensselaer Polytechnic Institute (NY)
Rider College (NJ)
Ripon College (WI)
Rivier College (NH)
Robert Morris College (PA)
Rockhurst College (MO)

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Participating Institutions (continued):

Rocky Mountain College (MT)
Rollins College (FL)
Roosevelt University (IL)
Rosary College (IL)
Rose-Hulman Institute of Technology (IN)
Russell Sage College (NY)
Sacred Heart University (CT)
Saint Francis College (PA)
Saint Joseph's University (PA)
Saint Martin's College (WA)
Saint Mary College (KS)
Saint Mary's College (IN)
Saint Mary's College of California (CA)
Saint Meinrad College (IN)
Saint Vincent College (PA)
Salem College (NC)
Santa Clara University (CA)
Schreiner College (TX)
Scripps College (CA)
Seattle Pacific University (WA)
Seattle University (WA)
Seton Hill College (PA)
Shorter College (GA)
Siena Heights College (MI)
Simpson College (IA)
Simpson College (CA)
Sioux Falls College (SD)
Skidmore College (NY)
Southwestern Assemblies of God College (TX)
Spalding University (KY)
Spring Hill College (AL)
St. Ambrose University (IA)
St. Bonaventure University (NY)
St. Edward's University (TX)
St. Francis College (NY)
St. John Fisher College (NY)
St. John's University (MN)
St. Norbert College (WI)
St. Thomas University (FL)
Stanford University (CA)
Stillman College (AL)
Susquehanna University (PA)
Syracuse University (NY)
Tabor College (KS)
Teikyo Westmar University (IA)
Texas Christian University (TX)
Thomas More College (KY)
Tiffin University (OH)
Transylvania University (KY)
Tri-State University (IN)
Tusculum College (TN)
Tuskegee University (AL)
Union Institute (The) (OH)
Union University (TN)
University of Bridgeport (CT)
University of Central Texas (TX)
University of Charleston (The) (WV)
University of Dallas (TX)
University of Dayton (OH)
University of Denver (CO)
University of Dubuque (IA)
University of Evansville (IN)
University of La Verne (CA)
University of Miami (FL)
University of New Haven (CT)
University of Portland (OR)
University of Richmond (VA)
University of San Diego (CA)
University of San Francisco (CA)
University of St. Thomas (TX)
University of St. Thomas (MN)
University of the Ozarks (AR)
University of The South (The) (TN)
University of Tulsa (OK)
Upper Iowa University (IA)
Villanova University (PA)
Viterbo College (WI)
Walsh College (OH)
Warner Southern College (FL)
Wartburg College (IA)
Washington and Jefferson College (PA)
Washington and Lee University (VA)
Washington College (MD)
Webber College (FL)
Wesley College (DE)
Wesleyan College (GA)
Western Baptist College (OR)
Western Maryland College (MD)
Westminster College (PA)
Westminster College of Salt Lake City (UT)
Wheaton College (MA)
Wheeling Jesuit College, Inc. (WV)
Whittier College (CA)
Widener University (PA)
William Jewell College (MO)
Wilmington College (OH)
Wilmington College (DE)
Wingate College (NC)
Wisconsin Lutheran College (WI)
Woodbury University (CA)
York College of Pennsylvania (PA)

Total Institutions: 306

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SALARY-TREND STUDY OF FACULTY IN
MUSIC, GENERAL
FOR THE YEARS
1990-91 AND 1993-94

By

Richard D. Howe
and
R. Clinton Parker

Since 1982-83 the College and University Personnel Association (CUPA) in Washington, D.C., in cooperation with Appalachian State University in Boone, North Carolina, has conducted annual national faculty salary studies by discipline and rank each year through 1993-94. Each year two separate studies are conducted, one for public senior colleges and universities, and the other for private senior colleges and universities.

Salary data for each study were collected and tabulated for full-time teaching faculty in 42 selected academic disciplines including music. The disciplines were chosen from among those defined by A Classification of Instructional Programs (CIP), 1990. The definition of the discipline/major field of music in the CIP is as follows:

> An instructional program that generally describes the study and appreciation of music, and the study of music performance. Includes instruction in principles of harmony, musical notation, musical styles, the historical development of music, and the fundamentals of various musical instruments.*
>
> [*A Classification of Instructional Programs (Washington, D.C.: National Center for Education Statistics, [1990], p. 167--50.0901).]

This article presents a summary of the overall average salary increases in the discipline/major field of music from the "baseline year" of 1990-91 to and including the "trend year" of 1993-94 for both public and private institutions.

Of the 282 institutions which participated in CUPA's PUBLIC study of 1990-91, 221 also participated in 1993-94. Data from those same 221 institutions were used in both the baseline year and the trend year. Of the 494 institutions which participated in CUPA's PRIVATE study of 1990-91, 306 also participated in 1993-94. Data from those same 306 institutions were used in both the baseline year and the trend year.

This article lists the average salaries of music for both public and private participating institutions by rank, including NEW ASST PROF (new assistant professor), the FAC MIX PCT (faculty mix percentage) and the SALARY FACTOR. In addition, comparisons are made with the CPI (Consumer Price Index) of changes in cost-of-living between the two studies for each of the two study years (1990-91 and 1993-94).

The CPI uses a base period of 1982-84 and is based on prices of food, clothing, shelter and fuels, transportation, medical care, entertainment, and other goods and services that people buy for day-to-day living. In examining trends in faculty salary, it is important to consider any changes in the purchasing power of salaries due to inflation. Thus by comparing changes in the faculty salaries with the CPI, a more precise representation of "real" salary increases is yielded.

The salary is based on a nine- or ten-month academic year salary of full-time faculty only. It does not include any faculty members teaching less than 51 percent. Salary for summer academic work, fringe benefits, and perquisites are not included in the salary data. The average salary is based on the study information with the assumption that all employees are full-time. The average salary displayed is an average of all faculty salaries reported for a given rank and discipline.

The "NUM" means the number of faculty members whose salaries were included to compute the average salary.

The "N/IN" means the number of institutions that reported salary data for a given academic rank and discipline/major field.

The FAC MIX PCT is the percentage of faculty in a given discipline/major field who hold a given academic rank. For example, a FAC MIX PCT factor of 31.3 or associate professor of music in the 1990-91 public study means that 31.3 percent of the faculty in that discipline/major field hold the rank of associate professor.

The SALARY FACTOR for a given rank of a given discipline/major field is the ratio of the average salary to the total average salary of all institutions in each of the four studies: PUBLIC 1990-91, PUBLIC 1993-94, PRIVATE 1990-91 and PRIVATE 1993-94. For example, a SALARY FACTOR of .93 for associate professors in the discipline/major field of music in the 1990-91 public study means that their average salary is seven percent lower than the average salary of all associate professors in all institutions in that study.

NEW ASST PROF is the grouping of assistant professors who were hired for the first time in the fall of the study year (1990-91 or 1993-94). All information for this group was included in the ASST PROF group for reporting purposes. This group is used mainly for new hiring information.

ALL MAJOR FIELDS is the entire data base for all 42 disciplines/major fields in each of the four studies. It is used to compare, among other things, the discipline/major field of music with the entire data base for each study.

Of particular importance to the reader is noting the size of the sample on which each percentage or dollar value is based. The smaller the number in the group, the greater the effect of extreme scores on a descriptive statistic such as the average. It should be noted also that any large disparity in the sample sizes between the "baseline year" of 1990-91 and the "trend year" of 1993-94 will lessen the reliability and validity of any conclusions that one might make based on a simple comparison of averages.

	PROF			ASSO PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN
PUBLIC, 1990-91: DISCIPLINE: VISUAL AND PERFORMING ARTS MAJOR FIELD: MUSIC, GENERAL																		
AVERAGE SALARY:	46778	880	161	37208	809	160	30263	711	160	289[illegible]4	114	75	26956	187	75	37814	2587	180
FAC MIX PCT:	34.0%			31.3%			27.5%			4.4%			7.2%			100.0%		
SALARY FACTOR:	0.95			0.93			0.90			0.89			1.04			0.94%		
ALL MAJOR FIELDS																		
AVERAGE SALARY:	49382	20535		40201	17323		33479	17898		32406	2968		25977	5278		40089	61034	221
FAC MIX PCT:	33.6%			28.4%			29.3%			4.9%			8.6%			100.0%		
PUBLIC, 1993-94: DISCIPLINE: VISUAL AND PERFORMING ARTS MAJOR FIELD: MUSIC, GENERAL																		
AVERAGE SALARY:	49761	805	153	39752	741	155	32130	662	151	30124	90	57	27056	121	64	40386	2329	175
FAC MIX PCT:	34.6%			31.8%			28.4%			3.9%			5.2%			100.0%		
SALARY FACTOR:	0.93			0.91			0.89			0.86			0.99			0.92		
ALL MAJOR FIELDS																		
AVERAGE SALARY:	53700	20965		43457	17404		36275	17890		34850	2587		27419	4384		43720	60643	221
FAC MIX PCT:	34.6%			28.7%			29.5%			4.3%			7.2%			100.0%		
PRIVATE, 1990-91: DISCIPLINE: VISUAL AND PERFORMING ARTS MAJOR FIELD: MUSIC, GENERAL																		
AVERAGE SALARY:	41969	361	147	33891	397	158	28672	324	154	28111	32	27	23792	76	59	34286	1158	229
FAC MIX PCT:	31.2%			34.3%			28.0%			2.8%			6.6%			100.0%		
SALARY FACTOR:	0.82			0.86			0.88			0.91			0.91			0.85		
ALL MAJOR FIELDS																		
AVERAGE SALARY:	51194	10278		39238	9563		32704	9984		30965	1513		26246	1868		40291	31693	306
FAC MIX PCT:	32.4%			30.2%			31.5%			4.8%			5.9%			100.0%		
PRIVATE, 1993-94: DISCIPLINE: VISUAL AND PERFORMING ARTS MAJOR FIELD: MUSIC, GENERAL																		
AVERAGE SALARY:	47341	390	148	38528	383	155	31924	326	154	31416	48	42	25932	77	60	38795	1176	228
FAC MIX PCT:	33.2%			32.6%			27.7%			4.1%			6.5%			100.0%		
SALARY FACTOR:	0.82			0.88			0.88			0.93			0.90%			0.85		
ALL MAJOR FIELDS																		
AVERAGE SALARY:	57805	10854		43900	9968		36283	10119		33719	1372		28694	1637		45403	32578	306
FAC MIX PCT:	33.3%			30.6%			31.1%			4.2%			5.0%			100.0%		

RESULTS OF THE TWO PUBLIC STUDIES, 1990-91 AND 1993-94

In the PUBLIC 1990-91 salary study in the above table, the reader may note that the discipline/major field of music was reported in 180 of the 221 public institutions. The average salary of the 2,587 faculty was $37,814. This average salary was approximately 6.0 percent lower than the average salary of $40,089 for all 61,034 faculty in ALL MAJOR FIELDS in the 1990-91 public study.

In the PUBLIC 1993-94 salary study in the above table, the discipline/major field of Music was reported in 175 of the same 221 public institutions. The average salary of the 2,329 faculty was $40,386. This average salary was approximately 8.3 percent lower than the average salary of $43,720 for all 60,64~~2~~3 faculty in ALL MAJOR FIELDS in the 1993-94 public study.

The increase in average salaries for all faculty in the discipline/major field of Music after three years in the public institutions studied was 6.8 percent ($40,386 minus $37,814 equals $2,572). The CPI of increased cost-of-living between October 1990 and October 1993 was 9.1 percent. In comparison with the CPI, there was a relative increase in Music average faculty salaries over the three-year period by 2.3 percent or an average of .8 percent each year below the cost-of-living.

The increase in average salaries for all faculty in ALL MAJOR FIELDS after three years in the public institutions studied was 9.1 percent ($43,720 minus $40,089 equals $3,631). In comparison to the discipline/major field of music (6.8%), therefore, the faculty in ALL MAJOR FIELDS received a relative increase in their salaries of 2.3 percent (9.1% minus 6.8% equals 2.3%) more than faculty in the discipline/major field of music.

The reader may note that the faculty mix percentage in Music is higher at the professor rank than at the assistant professor rank in the 1990-91 study: 34.0 percent vs. 27.5 percent, and in the 1993-94 study the faculty mix percentage is higher at the professor rank than at the assistant professor rank:

34.6 percent vs. 28.4 percent, respectively. The differences in faculty mix percentage at the ranks of professor and assistant professor in ALL MAJOR FIELDS for both public studies are as follows: 33.6 percent vs. 29.3 percent (1990-91) 34.6 percent vs. 29.5 percent (1993-94), respectively.

Finally, the hiring rate of new assistant professors in music in the public studies was lower than the hiring rate of ALL MAJOR FIELDS in 1990-91, 4.4 percent (114/2,587) vs. 4.9 percent (2,968/61,034), respectively; and lower in 1993-94, 3.9 percent (90/2,329) vs. 4.3 percent (2,587/60,643), respectively.

RESULTS OF THE TWO PRIVATE STUDIES, 1990-91 AND 1993-94

In the PRIVATE 1990-91 salary study in the above table, the reader may note that the discipline/major field of Music was reported in 229 of the 306 private institutions. The average salary of the 1158 faculty was $34,286. This average salary was 17.5 percent lower than the average salary of $40,291 for all 31,693 faculty in ALL MAJOR FIELDS in the 1990-91 private study.

In the PRIVATE 1993-94 salary study in the above table, the discipline/-major field of Music was reported in 228 of the same 306 private institutions. The average salary of the 1,176 faculty was $38,795. This average salary was seven percent lower than the average salary of $45,403 for all 32,578 faculty in ALL MAJOR FIELDS in the 1993-94 private study.

The increase in average salaries for all faculty in Music after three years in the private institutions studied was 13.2 percent ($38,795 minus $34,286 equals $4,509). The CPI of increased cost-of-living between October 1990 and October 1993 was 9.1 percent. A more realistic increase, therefore, in the average faculty salaries over the three-year time period, is 4.1 percent or 1.4 percent each year above the cost-of-living.

The increase in average salaries for all faculty in ALL MAJOR FIELDS after three years in the private institutions studied was 12.7 percent ($45,403 minus

$40,291 equals $5,112). In comparison to the discipline/major field of Music (13.2%), therefore, the faculty in ALL MAJOR FIELDS increased their salaries by .5 percent (13.2% minus 12.7% equals .5%) less than faculty in Music.

In the discipline/major field of Music, the reader may note that the faculty mix percentage is higher at the professor rank in comparison to the assistant professor rank in both studies: 31.2 percent vs. 28 percent (1990-91), respectively; and 33.2 percent vs. 27.7 percent, (1993-94), respectively. The differences in the ranks of professor and assistant professor in ALL MAJOR FIELDS for both private studies are as follows: 32.4 percent vs. 31.5 percent (1990-91), and 33.3 percent vs. 31.1 percent (1993-94), respectively.

Finally, the reader may note that the hiring rate of new assistant professors in Music was lower than the hiring rate in ALL MAJOR FIELDS in the 1990-91 private study: 2.8 percent (32/1158) vs. 4.8 percent (1,513/31,693), respectively, and lower in the 1993-94 private study: 4.1 percent (48/1176) vs. 4.2 percent (1,372/32,578), respectively.

CONCLUDING REMARKS

This article presented salary-trend information on the academic discipline/-major field of Music and compared that information with ALL MAJOR FIELDS and with the CPI over a period of three years from the "baseline year" of 1990-91 through the "trend year" of 1993-94. Two studies, one for public institutions, and the other for private institutions were conducted for the baseline year and for the trend year--a total of four studies. A total of 7,250 (3.9%) faculty in the discipline/major field of Music participated and were included in the 42 disciplines/major fields in each of the four studies and in the overall total of 185,948 participating faculty. The same 221 public instituitons and the same 306 private institutions in the United States participated in the baseline year and in the trend year.

Although many interpolations and extrapolations of the data may be made, a few of the more important ones are as follows. First, the average faculty salary in the discipline/major field of Music in 1990-91 in the public and private studies were six percent below and 15 percent below the average faculty salary factors for all ranks in ALL MAJOR FIELDS (1.00), respectively. The average faculty salary for all ranks in Music in 1993-94 in the public and private studies were eight percent below and 15 percent below the average salary factors for all ranks in ALL MAJOR FIELDS (1.00), respectively.

Second, the CPI of October 1993 increased 9.1 percent from the CPI of October 1990, and indicates that the faculty in Music in the public institutions received an average annual salary increase of .8 percent below the cost-of-living. In the private institutions the annual average salary increase was 1.4 percent above the cost-of-living.

Third, in the discipline/major field of Music the professor rank FAC MIX PCTs are higher in all the 1990-91 and 1993-94 public and private studies.

Finally, the hiring rate of new assistant professors in Music in the 1990-91 and 1993-94 public and private studies is lower than in ALL MAJOR FIELDS.

Now that a rather significant data base of average faculty salaries in the individual academic discipline/major field of Music is being developed, it is anticipated that this current information will be a valuable reference tool for interested administrators and professors.

Richard D. Howe is the originator and director of the annual CUPA faculty salary studies. He is a professor of leadership and educational studies at Appalachian State University, Boone, North Carolina. Co-author R. Clinton Parker is a professor of music and senior associate vice chancellor for academic affairs at Appalachian State University.

APPENDICES:

A - OVERALL LIST OF SELECTED DISCIPLINES, page 10

B - LIST OF PUBLIC Participating Institutions, page 11

C - LIST OF PRIVATE Participating Institutions, page 14

APPENDIX A

OVERALL LIST OF SELECTED DISCIPLINES

ACCOUNTING
ADMINISTRATIVE ASSISTANT/SECRETARIAL SCIENCE, GENERAL
ANTHROPOLOGY
AREA, ETHNIC, AND CULTURAL STUDIES
BIOLOGICAL SCIENCES/LIFE SCIENCES
BUSINESS ADMINISTRATION AND MANAGEMENT, GENERAL
BUSINESS MANAGEMENT AND ADMINISTRATIVE SERVICES
BUSINESS/MANAGERIAL ECONOMICS
BUSINESS MARKETING AMD MARKETING MANAGEMENT
CHEMISTRY, GENERAL
COMMUNICATIONS
COMMUNICATION TECHNOLOGIES
COMPUTER AND INFORMATION SCIENCES
COUNSELOR EDUCATION COUNSELING AND GUIDANCE SERVICES
DRAMA/THEATER ARTS, GENERAL
ECONOMICS, GENERAL
EDUCATION
ENGINEERING
ENGINEERING-RELATED TECHNOLOGIES
ENGLISH LANGUAGE AND LITERATURE/LETTERS
FOREIGN LANGUAGES AND LITERATURES
GEOGRAPHY
GEOLOGY
HISTORY, GENERAL
HOME ECONOMICS
LIBRARY SCIENCE
MATHEMATICS
MULTI/INTERDISCIPLINARY STUDIES
MUSIC, GENERAL
NURSING (R.N. TRAINING)
PHILOSOPHY AND RELIGION
PHYSICAL SCIENCES
PHYSICS, GENERAL
POLITICAL SCIENCE, GENERAL
PROTECTIVE SERVICES
PSYCHOLOGY
READING TEACHER EDUCATION
SOCIOLOGY
SPECIAL EDUCATION, GENERAL
SPEECH-LANGUAGE PATHOLOGY AND AUDIOLOGY
TEACHER EDUCATION
VISUAL AND PERFORMING ARTS
TOTAL: 42

APPENDIX B

CUPA Public Faculty Salary-Trend Studies: 1990-91 and 1993-94

Institutions Participating in Both Studies:

Alabama A&M University (AL)
Angelo State University (TX)
Appalachian State University (NC)
Arkansas State University (AR)
Arkansas Technical University (AR)
Armstrong State College (GA)
Auburn University of Montgomery (AL)
Augusta College (GA)
Austin Peay State University (TN)
Ball State University (IN)
Black Hills State University (SD)
Bluefield State College (WV)
Boise State University (ID)
Bowie State University (MD)
Bridgewater State College (MA)
California State University Sacramento (CA)
California State University Stanislaus (CA)
Castleton State College (VT)
Central Michigan University (MI)
Central Missouri State University (MO)
Christopher Newport University (VA)
Clarion University of Pennsylvania (PA)
Cleveland State University (OH)
Clinch Valley College of the University of Virginia (VA)
College of Staten Island of the City University of New York (NY)
Columbus College (GA)
Dakota State University (SD)
Delta State University (MS)
Dickinson State University (ND)
East Central University (OK)
East Stroudsburg University (PA)
East Tennessee State University (TN)
East Texas State University (TX)
Eastern Connecticut State University (CT)
Eastern Illinois University (IL)
Eastern Kentucky University (KY)
Eastern Michigan University (MI)
Eastern Montana College (MT)
Eastern New Mexico University (NM)
Eastern Oregon State College (OR)
Eastern Washington University (WA)
Edinboro University of Pennsylvania (PA)
Emporia State University (KS)
Fitchburg State College (MA)
Fort Hays State University (KS)
Fort Lewis College (CO)
Framingham State College (MA)
Francis Marion University (SC)
Georgia College (GA)
Georgia Southern University (GA)
Georgia Southwestern College (GA)
Grambling State University (LA)
Grand Valley State University (MI)
Harris-Stowe State College (MO)
Henderson State University (AR)
Illinois State University (IL)
Indiana University of Pennsylvania (PA)
Jacksonville State University (AL)
James Madison University (VA)
Keene State College (NH)
Kennesaw State College (GA)
Kent State University (OH)
Kutztown University of Pennsylvania (PA)
Lake Superior State University (MI)
Lander College (SC)
Livingston University (AL)
Longwood College (VA)
Louisiana State University in Shreveport (LA)
Louisiana Tech University (LA)
Mankato State University (MN)
Marshall University (WV)
Mayville State University (NE)
McNeese State University (LA)
Mesa State College (CO)
Metropolitan State College of Denver (CO)
Middle Tennessee State University (TN)
Millersville University of Pennsylvania (PA)
Minot State University (ND)
Mississippi Valley State University (MS)
Missouri Southern State College (MO)
Missouri Western State College (MO)
Montana College of Mineral Science and Technology (MT)
Montclair State College (NJ)
Moorhead State University (MN)
Morehead State University (KY)
Morgan State University (MD)
Murray State University (KY)
New Mexico Highlands University (NM)
Nicholls State University (LA)
North Adams State College (MA)
North Carolina Agricultural and Technical State University (NC)

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Participating Institutions (continued):

Northeast Louisiana University (LA)
Northeast Missouri State University (MO)
Northeastern Illinois University (IL)
Northern Arizona University (AZ)
Northern Illinois University (IL)
Northern Kentucky University (KY)
Northern State University (SD)
Northwest Missouri State University (MO)
Northwestern State University (LA)
Oakland University (MI)
Oklahoma Panhandle State University (OK)
Old dominion University (VA)
Oregon Institute of Technology (OR)
Peru State College (NE)
Pittsburg State University (KS)
Portland State University (OR)
Prairie View A&M University (TX)
Purdue University Calumet (IN)
Ramapo College of New Jersey (NJ)
Rhode Island College (RI)
Saginaw Valley State University (MI)
Salem State College (MA)
Salisbury State University (MD)
San Diego State University (CA)
Sangamon State University (IL)
Shawnee State University (OH)
Shippensburg University of Pennsylvania (PA)
Sonoma State University (CA)
Southeast Missouri State University (MO)
Southwastern Louisiana University (LA)
Southeastern Oklahoma State University (OK)
Southern Arkansas University (AR)
Southern college of Technology (GA)
Southern Connecticut State University (CT)
Southern Illinois University at Edwardsville (IL)
Southwest Missouri State University (MO)
Southwest Texas State University (TX)
St. Claud State University (NM)
State University of New York at Brockport (NY)
State University of New York College at Fredonia (NY)
State University of New York College at Geneseo (NY)
State University of New York College at Oneonta (NY)
State University of New York College at Oswego (NY)
State University of New York College at Plattsburgh (NY)
State University of New York College at Potsdam (NY)
Tarleton State University (TX)
Tennessee Technological University (TN)
Texas A&M University-Corpus Christi TX)
Texas Woman's University (TX)
Towson State University (MD)
Trenton State College (NJ)
University of Akron (OH)
University of Alabama in Huntsville (AL)
University of Alaska Southeast (AK)
University of Arkansas at Little Rock (AR)
University of Central Florida (FL)
University of Central Oklahoma (OK)
University of Colorado at Colorado Springs (CO)
University of Guam (GU)
University of Houston-Clear Lake (TX)
University of Maine at Farmington (ME)
University of Maine at Fort Kent (ME)
University of Maryland Baltimore County (MD)
University of Massachusetts Dartmouth (MA)
University of Massachusetts Lowell (MA)
University of Memphis (TN)
University of Missouri-St. Louis (MO)
University of Montevallo (AL)
University of Nebraska at Kearney (NE)
University of Nebraska at Omaha (NE)
University of North Carolina at Asheville (NC)
University of North Carolina at Charlotte (NC)
University of North Carolina at Greensboro (NC)
University of North Carolina at Wilmington (NC)
University of North Texas (TX)
University of Pittsburgh at Bradford (PA)
University of Puerto Rico-Cayey (PR)
University of Puerto Rico-Humacao University College (PR)
University of Science and Arts of Oklahoma (OK)
University of South Alabama (AL)
University of South Carolina at Spartanburg (SC)
University of Southern Carolina-Aiken (SC)
University of South Florida (The) (FL)
University of Southern Colorado (CO)
University of Southern Indiana (IN)
University of Southern Maine (ME)
University of Southern Mississippi (MS)
University of Southwestern Louisiana (LA)
University of Tennessee at Chattanooga (TN)
University of Texas at Dallas (The) (TX)
University of Texas at El Paso (The) (TX)
University of Texas at San Antonio (TX)
University of Texas at Tyler (The) (TX)

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Participating Institutions (continued):

University of the Virgin Islands (VI)
University of West Florida (FL)
University of Wisconsin-Eau Claire (WI)
University of Wisconsin-Green Bay (WI)
University of Wisconsin-LaCrosse (WI)
University of Wisconsin-Oshkosh (WI)
University of Wisconsin-Parkside (WI)
University of Wisconsin-Platteville (WI)
Univesrity of Wisconsin-Stevens Point (WI)
University of Wisconsin-Superior (WI)
University of Wisconsin-Whitewater (WI)
Valley City State University (ND)
Washburn University (KS)
Wayne State College (NE)
Weber State University (UT)
West Chester University of Pennsylvania (PA)
West Georgia College (GA)
Western Carolina University (NC)
Western Illinois University (IL)
Western Kentucky University (KY)
Western Michigan University (MI)
Western Montana College (MT)
Western Oregon State College (OR)
Western Washington University (WA)
Wichita State University (The) (KS)
William Paterson College of New Jersey (NJ)
Winston-Salem State University (NC)
Wright State University (OH)
Youngstown State University (OH)

Total Institutions = 221

APPENDIX C

CUPA Private Faculty Salary-Trend Studies: 1990-91 and 1993-94

Institutions Participating in Both Studies:

Abilene Christian University (TX)
Adrian College (MI)
Agnes Scott College (GA)
Albertus Magnus College (CT)
Alfred University (NY)
Allenton College of St. Francis de Sales (PA)
Alma College (MI)
Alvernia College (PA)
Alverno College (WI)
American University (The) (DC)
Amherst College (MA)
Anderson University (IN)
Anna Maria College (MA)
Aquinas College (MI)
Arkansas College (AR)
Ashland University (OH)
Aurora University (IL)
Avila College (MO)
Azusa Pacific University (CA)
Babson College (MA)
Baker College of Flint (MI)
Baldwin-Wallace College (OH)
Barry University (FL)
Beaver College (PA)
Bellarmine College (KY)
Belmont University (TN)
Benedict College (SC)
Benedictine College (KS)
Bentley College (MA)
Bethany College (KS)
Bethany College (WV)
Bethel College (IN)
Bethel College (MN)
Birmingham-Southern College (AL)
Blackburn University (IL)
Bloomfield College (NJ)
Bradley University (OH)
Bridgewater College (VA)
Bryn Mawr College (PA)
Cabrini College (PA)
Caldwell College (NJ)
Calvin College (MI)
Capitol College (MD)
Catawba College (NC)
Catholic University of America (DC)
Centenary College of Louisiana (LA)
Central Baptist College (AR)
Central College (IA)
Charleston Southern University (SC)
Christian Brothers University (TN)
Clarke College (IA)
Clarkson University (NY)
Clear Creek Baptist Bible College (KY)
Coker College (SC)
College of Great Falls (MT)
College of Mount Saint Vincent (NY)
College of Notre Dame (CA)
College of Notre Dame of Maryland (MD)
College of Saint Benedict (MN)
College of Saint Elizabeth (NJ)
College of Saint Rose (NY)
College of St. Catherine (MN)
College of St. Scholastica (MN)
College of the Southwest (NM)
Columbia College (MO
Columbia College (SC)
Concordia College (MN)
Concordia College (NE)
Concordia University Wisconsin (WI)
Cornell College (IA)
Creighton University (NE)
D'Youville College (NY)
Dakota Wesleyan University (SD)
Davidson College (NC)
Davis & Elkins College (WV)
Defiance College (The) (OH)
DePaul University (IL)
Dickinson College (PA)
Doane College (NE)
Dominican College (NY)
Dordt College (IA)
Drake University (IA)
Drew University (NJ)
Drexel University (PA)
Drury College (MO)
Duquesne University (PA)
Eckerd College (FL)
Edgewood College (WI)
Elizabethtown College (PA)
Elmira College (NY)
Emory & Henry College (VA)
Fairfield University (CT)
Ferrum College (VA)
Franciscan University of Steubenville (OH)
Franklin and Marshall College (PA)
Freed-Hardeman University (TN)
Friends University (KS)
Furman University (SC)

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Participating Institutions (continued):

Garner-Webb University (NC)
George Washington University (DC)
Georgetown University (DC)
Gonzaga University (WA)
Gordon College (MA)
Goshen College (IN)
Great Lakes Christian College (MI)
Grinnell College (IA)
Guilford College (NC)
Hampton University (VA)
Hartwick College (NY)
Hastings College (NE)
Hebrew College (MA)
Heidelberg College (OH)
Hilbert College (NY)
Hobart and William Smith Colleges (NY)
Holy Family College (PA)
Holy Names College (CA)
Hope College (MI)
Houghton College (NY)
Immaculata College (PA)
Iona College (NY)
Jamestown College (ND)
John Carroll University (OH)
Johnson C. Smith University (NC)
Judson College (AL)
Kalamazoo College (MI)
Kenyon College (OH)
King's College (PA)
La Roche College (PA)
LaGrange College (GA)
Lakeland College (WI)
Lancaster Bible College (PA)
Le Moyne College (NY)
Lebanon Valley College of Pennsylvania (PA)
Lees McRae College (NC)
LeTourneau University (TX)
Limestone College (SC)
Lindsey Wilson College (KY)
Linfield College (OR)
Loras College (IA)
Loyola College in Maryland (MD)
Loyola Marymount University (CA)
Lubbock Christian University (TX)
Lycoming College (PA)
Lynchburg College (VA)
Madonna University (MI)
Malone College (OH)
Manhattan College (NY)
Marist College (NY)
Mars Hill College (NC)
Mary Baldwin College (VA)
Marymount College Tarrytown (NY)
Maryville University of St. Louis (MO)
Marywood College (PA)
Massachusetts Institute of Technology (MA)
Medaille College (NY)
Memphis Theological Seminary (TN)
Mercer University (GA)
Mercy College (NY)
Midland Lutheran College (NE)
Midway College (KY)
Millikin University (IL)
Monmouth College (NJ)
Montreat-Anderson College (NC)
Moravian College (PA)
Mount Union College (OH)
Muhlenberg College (PA)
Muskingum College (OH)
Neumann College (PA)
Niagara University (NY)
North Central College (IL)
Northeastern University (MA)
Northland College (WI)
Northwest College (WA)
Northwestern College (IA)
Norwich Univesrity (VT)
Notre Dame College of Ohio (OH)
Nusson College (ME)
Oakwood College (AL)
Occidental College (CA)
Ohio Northern University (OH)
Ohio Wesleyan University (OH)
Oklahoma Baptist University (OK)
Olivet Nazarene University (IL)
Our Lady of Holy Cross College (LA)
Our Lady of the Lake University (TX)
Pace University (NY)
Pacific Lutheran University (WA)
Palm Beach Atlantic College (FL)
Pepperdine University (CA)
Pfeiffer College (NC)
Pikeville College (KY)
Pine Manor College (MA)
Point Park College (PA)
Presbyterian College (SC)
Quincy College (IL)
Quinnipiac College (CT)
Randolph-Macon College (VA)
Randolph-Macon Woman's College (VA)
Reed College (OR)
Reformed Bible College (MI)
Rensselaer Polytechnic Institute (NY)
Rider College (NJ)
Ripon College (WI)
Rivier College (NH)
Robert Morris College (PA)
Rockhurst College (MO)

Participating Institutions (continued):

Rocky Mountain College (MT)
Rollins College (FL)
Roosevelt University (IL)
Rosary College (IL)
Rose-Hulman Institute of Technology (IN)
Russell Sage College (NY)
Sacred Heart University (CT)
Saint Francis College (PA)
Saint Joseph's University (PA)
Saint Martin's College (WA)
Saint Mary College (KS)
Saint Mary's College (IN)
Saint Mary's College of California (CA)
Saint Meinrad College (IN)
Saint Vincent College (PA)
Salem College (NC)
Santa Clara University (CA)
Schreiner College (TX)
Scripps College (CA)
Seattle Pacific University (WA)
Seattle University (WA)
Seton Hill College (PA)
Shorter College (GA)
Siena Heights College (MI)
Simpson College (IA)
Simpson College (CA)
Sioux Falls College (SD)
Skidmore College (NY)
Southwestern Assemblies of God College (TX)
Spalding University (KY)
Spring Hill College (AL)
St. Ambrose University (IA)
St. Bonaventure University (NY)
St. Edward's University (TX)
St. Francis College (NY)
St. John Fisher College (NY)
St. John's University (MN)
St. Norbert College (WI)
St. Thomas University (FL)
Stanford University (CA)
Stillman College (AL)
Susquehanna University (PA)
Syracuse University (NY)
Tabor College (KS)
Teikyo Westmar University (IA)
Texas Christian University (TX)
Thomas More College (KY)
Tiffin University (OH)
Transylvania University (KY)
Tri-State University (IN)
Tusculum College (TN)
Tuskegee University (AL)
Union Institute (The) (OH)
Union University (TN)
University of Bridgeport (CT)
University of Central Texas (TX)
University of Charleston (The) (WV)
University of Dallas (TX)
University of Dayton (OH)
University of Denver (CO)
University of Dubuque (IA)
University of Evansville (IN)
University of La Verne (CA)
University of Miami (FL)
University of New Haven (CT)
University of Portland (OR)
University of Richmond (VA)
University of San Diego (CA)
University of San Francisco (CA)
University of St. Thomas (TX)
University of St. Thomas (MN)
University of the Ozarks (AR)
University of The South (The) (TN)
University of Tulsa (OK)
Upper Iowa University (IA)
Villanova University (PA)
Viterbo College (WI)
Walsh College (OH)
Warner Southern College (FL)
Wartburg College (IA)
Washington and Jefferson College (PA)
Washington and Lee University (VA)
Washington College (MD)
Webber College (FL)
Wesley College (DE)
Wesleyan College (GA)
Western Baptist College (OR)
Western Maryland College (MD)
Westminster College (PA)
Westminster College of Salt Lake City (UT)
Wheaton College (MA)
Wheeling Jesuit College, Inc. (WV)
Whittier College (CA)
Widener University (PA)
William Jewell College (MO)
Wilmington College (OH)
Wilmington College (DE)
Wingate College (NC)
Wisconsin Lutheran College (WI)
Woodbury University (CA)
York College of Pennsylvania (PA)

Total Institutions: 306

SALARY-TREND STUDY OF FACULTY IN NURSING FOR THE YEARS 1990-91 and 1993-94

By
Richard D. Howe and Fredel Reighard

Since 1982-83 the College and University Personnel Association (CUPA) in Washington, D.C., in cooperation with Appalachian State University in Boone, North Carolina, has conducted annual national faculty salary studies by discipline and rank each year through 1993-94. Each year two separate studies are conducted, one for public senior colleges and universities, and the other for private senior colleges and universities.

Salary data for each study were collected and tabulated for full-time teaching faculty in 42 selected academic disciplines including nursing. The disciplines were chosen from among those defined by _A Classification of Instructional Programs_ (_CIP_), 1990. The definition of the discipline/major field of nursing in the _CIP_ is as follows:

> An instructional program that generally prepares individuals in the knowledge, techniques and procedures for promoting health, providing care for sick, disabled, deformed, or other individuals or groups. Includes instruction in administration of medication and treatments, assisting a physician during treatments and examinations, referring patients to physicians and other health care specialists, and planning education for health maintenance.
>
> [*_A Classification of Instructional Programs_ (Washington, D.C.: National Center for Education Statistics, [1990], p. 179-180--51.1601).]

This article presents a summary of the overall average salary increases in the discipline/major field of nursing from the "baseline year" of 1990-91 to and including the "trend year" of 1993-94 for both public and private institutions. Of the 282 institutions which participated in CUPA's PUBLIC study of

1990-91, 221 also participated in 1993-94. Data from those same 221 institutions were used in both the baseline year and the trend year. Of the 494 institutions which participated in CUPA's PRIVATE study of 1990-91, 306 also participated in 1993-94. Data from those same 306 institutions were used in both the baseline year and the trend year.

This article lists the average salaries of nursing for both public and private participating institutions by rank, including NEW ASST PROF (new assistant professor), the FAC MIX PCT (faculty mix percentage) and the SALARY FACTOR. In addition, comparisons are made with the CPI (Consumer Price Index) of changes in cost-of-living between the two studies for each of the two study years (1990-91 and 1993-94).

The CPI uses a base period of 1982-84 and is based on prices of food, clothing, shelter and fuels, transportation, medical care, entertainment, and other goods and services that people buy for day-to-day living. In examining trends in faculty salary, it is important to consider any changes in the purchasing power of salaries due to inflation. Thus by comparing changes in the faculty salaries with the CPI, a more precise representation of "real" salary increases is yielded.

The salary is based on a nine- or ten-month academic year salary of full-time faculty only. It does not include any faculty members teaching less than 51 percent. Salary for summer academic work, fringe benefits, and perquisites are not included in the salary data. The average salary is based on the study information with the assumption that all employees are full-time. The average salary displayed is an average of all faculty salaries reported for a given rank and discipline.

The "NUM" means the number of faculty members whose salaries were included to compute the average salary.

The "N/IN" means the number of institutions that reported salary data for a

given academic rank and discipline/major field.

The FAC MIX PCT is the percentage of faculty in a given discipline/major field who hold a given academic rank. For example, a FAC MIX PCT factor of 25.3 for associate professor of nursing in the 1990-91 public study means that 25.3 percent of the faculty in that discipline/major field hold the rank of associate professor.

The SALARY FACTOR for a given rank of a given discipline/major field is the ratio of the average salary to the total average salary of all institutions in each of the four studies: PUBLIC 1990-91, PUBLIC 1993-94, PRIVATE 1990-91 and PRIVATE 1993-94. For example, a SALARY FACTOR of .97 for associate professors in the discipline/major field of nursing in the 1990-91 public study means that their average salary is 3 percent lower than the average salary of all associate professors in all institutions in that study.

NEW ASST PROF is the grouping of assistant professors who were hired for the first time in the fall of the study year (1990-91 or 1993-94). All information for this group was included in the ASST PROF group for reporting purposes. This group is used mainly for new hiring information.

ALL MAJOR FIELDS is the entire data base for all 42 disciplines/major fields in each of the four studies. It is used to compare, among other things, the discipline/major field of nursing with the entire data base for each study.

Of particular importance to the reader is noting the size of the sample on which each percentage or dollar value is based. The smaller the number in the group, the greater the effect of extreme scores on a descriptive statistic such as the average. It should be noted also that any large disparity in the sample sizes between the "baseline year" of 1990-91 and the "trend year" of 1993-94 will lessen the reliability and validity of any conclusions that one might make based on a simple comparison of averages.

PUBLIC, 1990-91:

DISCIPLINE: HEALTH SCIENCES
MAJOR FIELD: NURSING, GENERAL

	PROF			ASSO PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN
AVERAGE SALARY:	48166	164	83	38890	586	135	32237	1147	142	30440	115	59	27337	423	95	34150	2320	146
FAC MIX PCT:	7.1%			25.3%			49.4%			5.0%			18.2%			100.0%		
SALARY FACTOR:	0.98			0.97			0.96			0.94			1.05			0.85%		

ALL MAJOR FIELDS

	PROF			ASSO PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
AVERAGE SALARY:	49382	20535		40201	17323		33479	17898		32406	2968		25977	5278		40089	61034	221
FAC MIX PCT:	33.6%			28.4%			29.3%			4.9%			8.6%			100.0%		

PUBLIC, 1993-94:

DISCIPLINE: HEALTH SCIENCES
MAJOR FIELD: NURSING, GENERAL

	PROF			ASSO PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
AVERAGE SALARY:	51437	214	89	42080	595	130	34883	1166	134	34144	117	61	30190	371	89	37476	2346	141
FAC MIX PCT:	9.1%			25.4%			49.7%			5.0%			15.8%			100.0%		
SALARY FACTOR:	0.96			0.97			0.96			0.98			1.10			0.86		

ALL MAJOR FIELDS

	PROF			ASSO PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
AVERAGE SALARY:	53700	20965		43457	17404		36275	17890		34850	2587		27419	4384		43720	60643	221
FAC MIX PCT:	34.6%			28.7%			29.5%			4.3%			7.2%			100.0%		

- -

PRIVATE, 1990-91:

DISCIPLINE: HEALTH SCIENCES
MAJOR FIELD: NURSING, GENERAL

	PROF			ASSO PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
AVERAGE SALARY:	43836	95	60	35755	306	90	30314	556	108	30299	51	36	25698	165	59	32264	1122	114
FAC MIX PCT:	8.5%			27.3%			49.6%			4.5%			14.7%			100.0%		
SALARY FACTOR:	0.86			0.91			0.93			0.98			0.98			0.80		

ALL MAJOR FIELDS

	PROF			ASSO PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
AVERAGE SALARY:	51194	10278		39238	9563		32704	9984		30965	1513		26246	1868		40291	31693	306
FAC MIX PCT:	32.4%			30.2%			31.5%			4.8%			5.9%			100.0%		

PRIVATE, 1993-94:

DISCIPLINE: HEALTH SCIENCES
MAJOR FIELD: NURSING, GENERAL

	PROF			ASSO PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
AVERAGE SALARY:	50503	110	63	40533	314	88	34223	610	105	32126	69	47	30649	161	52	36898	1195	110
FAC MIX PCT:	9.2%			26.3%			51.0%			5.8%			13.5%			100.0%		
SALARY FACTOR:	0.87			0.92			0.94			0.95			1.07			0.81		

ALL MAJOR FIELDS

	PROF			ASSO PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
AVERAGE SALARY:	57805	10854		43900	9968		36283	10119		33719	1372		28694	1637		45403	32578	306
FAC MIX PCT:	33.3%			30.6%			31.1%			4.2%			5.0%			100.0%		

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RESULTS OF THE TWO PUBLIC STUDIES, 1990-91 and 1993-94

In the PUBLIC 1990-91 salary study in the above table, the reader may note that the discipline/major field of nursing was reported in 146 of the 221 public institutions. The average salary of the 2,320 faculty was $34,150. This average salary was approximately 17.4 percent lower than the average salary of $40,089 for all 61,034 faculty in ALL MAJOR FIELDS in the 1990-91 public study.

In the PUBLIC 1993-94 salary study in the above table, the discipline/major field of nursing was reported in 141 of the same 221 public institutions. The average salary of the 2,346 faculty was $37,476. This average salary was approximately 16.7 percent lower than the average salary of $43,720 for all 60,643 faculty in ALL MAJOR FIELDS in the 1993-94 public study.

The increase in average salaries for all faculty in the discipline/major field of nursing after three years in the public institutions studied was 9.7 percent ($37,476 minus $34,150 equals $3,326). The CPI of increased cost-of--living between October 1990 and October 1993 was 9.1 percent. A more realistic increase, therefore, in the average faculty salaries over the three-year period, is .6 percent or .2 percent each year above the cost-of-living.

The increase in average salaries for all faculty in ALL MAJOR FIELDS after three years in the public institutions studied was 9.1 percent ($43,720 minus $40,089 equals $3,631). In comparison to the discipline/major field of nursing (9.7), therefore, the faculty in ALL MAJOR FIELDS received a relative increase in their salaries of .6 percent (9.7% minus 9.1% equals .6%) less than faculty in the discipline/major field of nursing.

The reader may note that the faculty mix percentage in nursing is lower at the professor rank than at the assistant professor rank in the 1990-91 study: 7.1 percent vs. 49.4 percent, and in the 1993-94 study it is 9.1 percent vs. 49.7 percent, respectively. The differences in faculty mix percentage at the ranks of professor and assistant professor in ALL MAJOR FIELDS for both public

studies are as follows: 33.6 percent vs. 29.3 percent (1990-91) and 34.6 percent vs. 29.5 percent (1993-94), respectively.

Finally, the hiring rate of new assistant professors in nursing in the public studies was higher than the hiring rate of ALL MAJOR FIELDS in 1990-91, 5.0 percent (115/2,320) vs. 4.9 percent (2,968/61,034), respectively; and higher in 1993-94, 5.0 percent (117/2,346) vs. 4.3 percent (2,587/60,643), respectively.

RESULTS OF THE TWO PRIVATE STUDIES, 1990-91 and 1993-94

In the PRIVATE 1990-91 salary study in the above table, the reader may note that the discipline/major field of nursing was reported in 114 of the 306 private institutions. The average salary of the 1,122 faculty was $32,264. This average salary was 24.9 percent lower than the average salary of $40,291 for all 31,693 faculty in ALL MAJOR FIELDS in the 1990-91 private study.

In the PRIVATE 1993-94 salary study in the above table, the discipline/-major field of nursing was reported in 110 of the same 306 private institutions. The average salary of the 1,195 faculty was $36,898. This average salary was 23.0 percent lower than the average salary of $45,403 for all 32,578 faculty in ALL MAJOR FIELDS in the 1993-94 private study.

The increase in average salaries for all faculty in nursing after three years in the private institutions studied was 14.0 percent ($36,898 minus $32,264 equals $4,634). The CPI of increased cost-of-living between October 1990 and October 1993 was 9.1 percent. A more realistic increase, therefore,in the average faculty salaries over the three-year time period, is 4.9 percent or 1.6 percent each year above the cost-of-living.

The increase in average salaries for all faculty in ALL MAJOR FIELDS after three years in the private institutions studied was 12.7 percent ($45,403 minus $40,291 equals $5,112). In comparison to the discipline/major field of nursing (14.0%), therefore, the faculty in ALL MAJOR FIELDS increased their salaries by

1.3 percent (14.0% minus 12.7% equals 1.3%) less than faculty in nursing.

In the discipline/major field of nursing, the reader may note that the faculty mix percentage is lower at the professor rank in comparison to the assistant professor rank for both the 1990-91 and 1993-94 studies: 8.5 percent vs. 49.6 percent, respectively; and 9.2 percent vs. 51.0 percent, respectively. The differences in the ranks of professor and assistant professor in ALL MAJOR FIELDS for both private studies are as follows: 32.4 percent vs. 31.5 percent (1990-91), and 33.3 percent vs. 31.1 percent (1993-94), respectively.

Finally, the reader may note that the hiring rate of new assistant professors in nursing was lower than the hiring rate in ALL MAJOR FIELDS in the 1990-91 private study: 4.5 percent (51/1,122) vs. 4.8 percent (1,513/31,693), respectively, and higher in the 1993-94 private study: 5.8 percent (69/1,195) vs. 4.2 percent (1,372/32,578), respectively.

CONCLUDING REMARKS

This article presented salary-trend information on the academic discipline/-major field of nursing and compared that information with ALL MAJOR FIELDS and with the CPI over a period of three years from the "baseline year" of 1990-91 through the "trend year" of 1993-94. Two studies, one for public institutions, and the other for private institutions were conducted for the baseline year and for the trend year--a total of four studies. A total of 6,983 (3.8%) faculty in the discipline/major field of nursing participated and were included in the 42 disciplines/major fields in each of the four studies and in the overall total of 185,948 participating faculty. The same 221 public institutions and the same 306 private institutions in the United States participated in the baseline year and in the trend year.

Although many interpolations and extrapolations of the data may be made, a few of the more important ones are as follows. First, the average faculty salary in the discipline/major field of nursing in 1990-91 in the public and private studies were 15 percent and 20 percent below the average faculty salary factors for all ranks in ALL MAJOR FIELDS (1.00), respectively. The average faculty salary factors for all ranks in the discipline/major field of nursing in 1993-94 in the public and private studies were 14 percent and 19 percent below the average salary factors for all ranks in ALL MAJOR FIELDS (1.00), respectively.

Second, the CPI of October 1993 increased 9.1 percent from the CPI of October 1990, and indicates that the faculty in the discipline/major field of nursing in the public institutions received an average annual salary increase of .2 percent above the cost-of-living. In the private institutions the annual average salary increase was 1.6 percent above the cost-of-living.

Third, in the discipline/major field of nursing the professor rank FAC MIX PCTs are lower than those in the assistant professor rank in both the 1990-91 and 1993-94 public studies, and the same is true both in the 1990-91 and 1993-93 private studies. These data show that nursing, in both the public and private studies, is still an emerging discipline/major field in academia.

Finally, the hiring rate of new assistant professors in nursing in both the 1991-90 and 1993-94 public studies were higher than the hiring rate in ALL MAJOR FIELDS. In the 1990-91 private study the hiring rate was also lower than the hiring rate in ALL MAJOR FIELDS and higher in the 1993-94 private study.

Now that a rather significant data base of average faculty salaries in the individual academic discipline/major field of nursing is being developed, it is anticipated that this current information will be a valuable reference tool for interested administrators and professors.

Richard D. Howe is the originator and director of the annual CUPA faculty salary studies. He is a professor of leadership and educational studies at Appalachian State University, Boone, North Carolina. Co-author Fredel Reighard is director of the nursing education options program at Caldwell Community College and Technical Institute in Hudson, North Carolina.

APPENDICES:

A - OVERALL LIST OF SELECTED DISCIPLINES, page 10

B - LIST OF PUBLIC Participating Institutions, page 11

C - LIST OF PRIVATE Participating Institutions, page 14

APPENDIX A

OVERALL LIST OF SELECTED DISCIPLINES

ACCOUNTING
ADMINISTRATIVE ASSISTANT/SECRETARIAL SCIENCE, GENERAL
ANTHROPOLOGY
AREA, ETHNIC, AND CULTURAL STUDIES
BIOLOGICAL SCIENCES/LIFE SCIENCES
BUSINESS ADMINISTRATION AND MANAGEMENT, GENERAL
BUSINESS MANAGEMENT AND ADMINISTRATIVE SERVICES
BUSINESS/MANAGERIAL ECONOMICS
BUSINESS MARKETING AMD MARKETING MANAGEMENT
CHEMISTRY, GENERAL
COMMUNICATIONS
COMMUNICATION TECHNOLOGIES
COMPUTER AND INFORMATION SCIENCES
COUNSELOR EDUCATION COUNSELING AND GUIDANCE SERVICES
DRAMA/THEATER ARTS, GENERAL
ECONOMICS, GENERAL
EDUCATION
ENGINEERING
ENGINEERING-RELATED TECHNOLOGIES
ENGLISH LANGUAGE AND LITERATURE/LETTERS
FOREIGN LANGUAGES AND LITERATURES
GEOGRAPHY
GEOLOGY
HISTORY, GENERAL
HOME ECONOMICS
LIBRARY SCIENCE
MATHEMATICS
MULTI/INTERDISCIPLINARY STUDIES
MUSIC, GENERAL
NURSING (R.N. TRAINING)
PHILOSOPHY AND RELIGION
PHYSICAL SCIENCES
PHYSICS, GENERAL
POLITICAL SCIENCE, GENERAL
PROTECTIVE SERVICES
PSYCHOLOGY
READING TEACHER EDUCATION
SOCIOLOGY
SPECIAL EDUCATION, GENERAL
SPEECH-LANGUAGE PATHOLOGY AND AUDIOLOGY
TEACHER EDUCATION
VISUAL AND PERFORMING ARTS
TOTAL: 42

APPENDIX B

CUPA Public Faculty Salary-Trend Studies: 1990-91 and 1993-94

Institutions Participating in Both Studies:

Alabama A&M University (AL)
Angelo State University (TX)
Appalachian State University (NC)
Arkansas State University (AR)
Arkansas Technical University (AR)
Armstrong State College (GA)
Auburn University of Montgomery (AL)
Augusta College (GA)
Austin Peay State University (TN)
Ball State University (IN)
Black Hills State University (SD)
Bluefield State College (WV)
Boise State University (ID)
Bowie State University (MD)
Bridgewater State College (MA)
California State University Sacramento (CA)
California State University Stanislaus (CA)
Castleton State College (VT)
Central Michigan University (MI)
Central Missouri State University (MO)
Christopher Newport University (VA)
Clarion University of Pennsylvania (PA)
Cleveland State University (OH)
Clinch Valley College of the University of Virginia (VA)
College of Staten Island of the City University of New York (NY)
Columbus College (GA)
Dakota State University (SD)
Delta State University (MS)
Dickinson State University (ND)
East Central University (OK)
East Stroudsburg University (PA)
East Tennessee State University (TN)
East Texas State University (TX)
Eastern Connecticut State University (CT)
Eastern Illinois University (IL)
Eastern Kentucky University (KY)
Eastern Michigan University (MI)
Eastern Montana College (MT)
Eastern New Mexico University (NM)
Eastern Oregon State College (OR)
Eastern Washington University (WA)
Edinboro University of Pennsylvania (PA)
Emporia State University (KS)
Fitchburg State College (MA)
Fort Hays State University (KS)
Fort Lewis College (CO)
Framingham State College (MA)
Francis Marion University (SC)
Georgia College (GA)
Georgia Southern University (GA)
Georgia Southwestern College (GA)
Grambling State University (LA)
Grand Valley State University (MI)
Harris-Stowe State College (MO)
Henderson State University (AR)
Illinois State University (IL)
Indiana University of Pennsylvania (PA)
Jacksonville State University (AL)
James Madison University (VA)
Keene State College (NH)
Kennesaw State College (GA)
Kent State University (OH)
Kutztown University of Pennsylvania (PA)
Lake Superior State University (MI)
Lander College (SC)
Livingston University (AL)
Longwood College (VA)
Louisiana State University in Shreveport (LA)
Louisiana Tech University (LA)
Mankato State University (MN)
Marshall University (WV)
Mayville State University (NE)
McNeese State University (LA)
Mesa State College (CO)
Metropolitan State College of Denver (CO)
Middle Tennessee State University (TN)
Millersville University of Pennsylvania (PA)
Minot State University (ND)
Mississippi Valley State University (MS)
Missouri Southern State College (MO)
Missouri Western State College (MO)
Montana College of Mineral Science and Technology (MT)
Montclair State College (NJ)
Moorhead State University (MN)
Morehead State University (KY)
Morgan State University (MD)
Murray State University (KY)
New Mexico Highlands University (NM)
Nicholls State University (LA)
North Adams State College (MA)
North Carolina Agricultural and Technical State University (NC)

Participating Institutions (continued):

Northeast Louisiana University (LA)
Northeast Missouri State University (MO)
Northeastern Illinois University (IL)
Northern Arizona University (AZ)
Northern Illinois University (IL)
Northern Kentucky University (KY)
Northern State University (SD)
Northwest Missouri State University (MO)
Northwestern State University (LA)
Oakland University (MI)
Oklahoma Panhandle State University (OK)
Old dominion University (VA)
Oregon Institute of Technology (OR)
Peru State College (NE)
Pittsburg State University (KS)
Portland State University (OR)
Prairie View A&M University (TX)
Purdue University Calumet (IN)
Ramapo College of New Jersey (NJ)
Rhode Island College (RI)
Saginaw Valley State University (MI)
Salem State College (MA)
Salisbury State University (MD)
San Diego State University (CA)
Sangamon State University (IL)
Shawnee State University (OH)
Shippensburg University of Pennsylvania (PA)
Sonoma State University (CA)
Southeast Missouri State University (MO)
Southwastern Louisiana University (LA)
Southeastern Oklahoma State University (OK)
Southern Arkansas University (AR)
Southern college of Technology (GA)
Southern Connecticut State University (CT)
Southern Illinois University at Edwardsville (IL)
Southwest Missouri State University (MO)
Southwest Texas State University (TX)
St. Claud State University (NM)
State University of New York at Brockport (NY)
State University of New York College at Fredonia (NY)
State University of New York College at Geneseo (NY)
State University of New York College at Oneonta (NY)
State University of New York College at Oswego (NY)
State University of New York College at Plattsburgh (NY)
State University of New York College at Potsdam (NY)
Tarleton State University (TX)
Tennessee Technological University (TN)
Texas A&M University-Corpus Christi TX)
Texas Woman's University (TX)
Towson State University (MD)
Trenton State College (NJ)
University of Akron (OH)
University of Alabama in Huntsville (AL)
University of Alaska Southeast (AK)
University of Arkansas at Little Rock (AR)
University of Central Florida (FL)
University of Central Oklahoma (OK)
University of Colorado at Colorado Springs (CO)
University of Guam (GU)
University of Houston-Clear Lake (TX)
University of Maine at Farmington (ME)
University of Maine at Fort Kent (ME)
University of Maryland Baltimore County (MD)
University of Massachusetts Dartmouth (MA)
University of Massachusetts Lowell (MA)
University of Memphis (TN)
University of Missouri-St. Louis (MO)
University of Montevallo (AL)
University of Nebraska at Kearney (NE)
University of Nebraska at Omaha (NE)
University of North Carolina at Asheville (NC)
University of North Carolina at Charlotte (NC)
University of North Carolina at Greensboro (NC)
University of North Carolina at Wilmington (NC)
University of North Texas (TX)
University of Pittsburgh at Bradford (PA)
University of Puerto Rico-Cayey (PR)
University of Puerto Rico-Humacao University College (PR)
University of Science and Arts of Oklahoma (OK)
University of South Alabama (AL)
University of South Carolina at Spartanburg (SC)
University of Southern Carolina-Aiken (SC)
University of South Florida (The) (FL)
University of Southern Colorado (CO)
University of Southern Indiana (IN)
University of Southern Maine (ME)
University of Southern Mississippi (MS)
University of Southwestern Louisiana (LA)
University of Tennessee at Chattanooga (TN)
University of Texas at Dallas (The) (TX)
University of Texas at El Paso (The) (TX)
University of Texas at San Antonio (TX)
University of Texas at Tyler (The) (TX)

Participating Institutions (continued):

University of the Virgin Islands (VI)
University of West Florida (FL)
University of Wisconsin-Eau Claire (WI)
University of Wisconsin-Green Bay (WI)
University of Wisconsin-LaCrosse (WI)
University of Wisconsin-Oshkosh (WI)
University of Wisconsin-Parkside (WI)
University of Wisconsin-Platteville (WI)
Univesrity of Wisconsin-Stevens Point (WI)
University of Wisconsin-Superior (WI)
University of Wisconsin-Whitewater (WI)
Valley City State University (ND)
Washburn University (KS)
Wayne State College (NE)
Weber State University (UT)
West Chester University of Pennsylvania (PA)
West Georgia College (GA)
Western Carolina University (NC)
Western Illinois University (IL)
Western Kentucky University (KY)
Western Michigan University (MI)
Western Montana College (MT)
Western Oregon State College (OR)
Western Washington University (WA)
Wichita State University (The) (KS)
William Paterson College of New Jersey (NJ)
Winston-Salem State University (NC)
Wright State University (OH)
Youngstown State University (OH)

Total Institutions = 221

APPENDIX C

CUPA Private Faculty Salary-Trend Studies: 1990-91 and 1993-94

Institutions Participating in Both Studies:

Abilene Christian University (TX)
Adrian College (MI)
Agnes Scott College (GA)
Albertus Magnus College (CT)
Alfred University (NY)
Allenton College of St. Francis de Sales (PA)
Alma College (MI)
Alvernia College (PA)
Alverno College (WI)
American University (The) (DC)
Amherst College (MA)
Anderson University (IN)
Anna Maria College (MA)
Aquinas College (MI)
Arkansas College (AR)
Ashland University (OH)
Aurora University (IL)
Avila College (MO)
Azusa Pacific University (CA)
Babson College (MA)
Baker College of Flint (MI)
Baldwin-Wallace College (OH)
Barry University (FL)
Beaver College (PA)
Bellarmine College (KY)
Belmont University (TN)
Benedict College (SC)
Benedictine College (KS)
Bentley College (MA)
Bethany College (KS)
Bethany College (WV)
Bethel College (IN)
Bethel College (MN)
Birmingham-Southern College (AL)
Blackburn University (IL)
Bloomfield College (NJ)
Bradley University (OH)
Bridgewater College (VA)
Bryn Mawr College (PA)
Cabrini College (PA)
Caldwell College (NJ)
Calvin College (MI)
Capitol College (MD)
Catawba College (NC)
Catholic University of America (DC)
Centenary College of Louisiana (LA)
Central Baptist College (AR)
Central College (IA)
Charleston Southern University (SC)
Christian Brothers University (TN)
Clarke College (IA)
Clarkson University (NY)
Clear Creek Baptist Bible College (KY)
Coker College (SC)
College of Great Falls (MT)
College of Mount Saint Vincent (NY)
College of Notre Dame (CA)
College of Notre Dame of Maryland (MD)
College of Saint Benedict (MN)
College of Saint Elizabeth (NJ)
College of Saint Rose (NY)
College of St. Catherine (MN)
College of St. Scholastica (MN)
College of the Southwest (NM)
Columbia College (MO
Columbia College (SC)
Concordia College (MN)
Concordia College (NE)
Concordia University Wisconsin (WI)
Cornell College (IA)
Creighton University (NE)
D'Youville College (NY)
Dakota Wesleyan University (SD)
Davidson College (NC)
Davis & Elkins College (WV)
Defiance College (The) (OH)
DePaul University (IL)
Dickinson College (PA)
Doane College (NE)
Dominican College (NY)
Dordt College (IA)
Drake University (IA)
Drew University (NJ)
Drexel University (PA)
Drury College (MO)
Duquesne University (PA)
Eckerd College (FL)
Edgewood College (WI)
Elizabethtown College (PA)
Elmira College (NY)
Emory & Henry College (VA)
Fairfield University (CT)
Ferrum College (VA)
Franciscan University of Steubenville (OH)
Franklin and Marshall College (PA)
Freed-Hardeman University (TN)
Friends University (KS)
Furman University (SC)

Participating Institutions (continued):

Garner-Webb University (NC)
George Washington University (DC)
Georgetown University (DC)
Gonzaga University (WA)
Gordon College (MA)
Goshen College (IN)
Great Lakes Christian College (MI)
Grinnell College (IA)
Guilford College (NC)
Hampton University (VA)
Hartwick College (NY)
Hastings College (NE)
Hebrew College (MA)
Heidelberg College (OH)
Hilbert College (NY)
Hobart and William Smith Colleges (NY)
Holy Family College (PA)
Holy Names College (CA)
Hope College (MI)
Houghton College (NY)
Immaculata College (PA)
Iona College (NY)
Jamestown College (ND)
John Carroll University (OH)
Johnson C. Smith University (NC)
Judson College (AL)
Kalamazoo College (MI)
Kenyon College (OH)
King's College (PA)
La Roche College (PA)
LaGrange College (GA)
Lakeland College (WI)
Lancaster Bible College (PA)
Le Moyne College (NY)
Lebanon Valley College of Pennsylvania (PA)
Lees McRae College (NC)
LeTourneau University (TX)
Limestone College (SC)
Lindsey Wilson College (KY)
Linfield College (OR)
Loras College (IA)
Loyola College in Maryland (MD)
Loyola Marymount University (CA)
Lubbock Christian University (TX)
Lycoming College (PA)
Lynchburg College (VA)
Madonna University (MI)
Malone College (OH)
Manhattan College (NY)
Marist College (NY)
Mars Hill College (NC)
Mary Baldwin College (VA)
Marymount College Tarrytown (NY)
Maryville University of St. Louis (MO)
Marywood College (PA)
Massachusetts Institute of Technology (MA)
Medaille College (NY)
Memphis Theological Seminary (TN)
Mercer University (GA)
Mercy College (NY)
Midland Lutheran College (NE)
Midway College (KY)
Millikin University (IL)
Monmouth College (NJ)
Montreat-Anderson College (NC)
Moravian College (PA)
Mount Union College (OH)
Muhlenberg College (PA)
Muskingum College (OH)
Neumann College (PA)
Niagara University (NY)
North Central College (IL)
Northeastern University (MA)
Northland College (WI)
Northwest College (WA)
Northwestern College (IA)
Norwich Univesrity (VT)
Notre Dame College of Ohio (OH)
Nusson College (ME)
Oakwood College (AL)
Occidental College (CA)
Ohio Northern University (OH)
Ohio Wesleyan University (OH)
Oklahoma Baptist University (OK)
Olivet Nazarene University (IL)
Our Lady of Holy Cross College (LA)
Our Lady of the Lake University (TX)
Pace University (NY)
Pacific Lutheran University (WA)
Palm Beach Atlantic College (FL)
Pepperdine University (CA)
Pfeiffer College (NC)
Pikeville College (KY)
Pine Manor College (MA)
Point Park College (PA)
Presbyterian College (SC)
Quincy College (IL)
Quinnipiac College (CT)
Randolph-Macon College (VA)
Randolph-Macon Woman's College (VA)
Reed College (OR)
Reformed Bible College (MI)
Rensselaer Polytechnic Institute (NY)
Rider College (NJ)
Ripon College (WI)
Rivier College (NH)
Robert Morris College (PA)
Rockhurst College (MO)

Participating Institutions (continued):

Rocky Mountain College (MT)
Rollins College (FL)
Roosevelt University (IL)
Rosary College (IL)
Rose-Hulman Institute of Technology (IN)
Russell Sage College (NY)
Sacred Heart University (CT)
Saint Francis College (PA)
Saint Joseph's University (PA)
Saint Martin's College (WA)
Saint Mary College (KS)
Saint Mary's College (IN)
Saint Mary's College of California (CA)
Saint Meinrad College (IN)
Saint Vincent College (PA)
Salem College (NC)
Santa Clara University (CA)
Schreiner College (TX)
Scripps College (CA)
Seattle Pacific University (WA)
Seattle University (WA)
Seton Hill College (PA)
Shorter College (GA)
Siena Heights College (MI)
Simpson College (IA)
Simpson College (CA)
Sioux Falls College (SD)
Skidmore College (NY)
Southwestern Assemblies of God College (TX)
Spalding University (KY)
Spring Hill College (AL)
St. Ambrose University (IA)
St. Bonaventure University (NY)
St. Edward's University (TX)
St. Francis College (NY)
St. John Fisher College (NY)
St. John's University (MN)
St. Norbert College (WI)
St. Thomas University (FL)
Stanford University (CA)
Stillman College (AL)
Susquehanna University (PA)
Syracuse University (NY)
Tabor College (KS)
Teikyo Westmar University (IA)
Texas Christian University (TX)
Thomas More College (KY)
Tiffin University (OH)
Transylvania University (KY)
Tri-State University (IN)
Tusculum College (TN)
Tuskegee University (AL)
Union Institute (The) (OH)
Union University (TN)
University of Bridgeport (CT)
University of Central Texas (TX)
University of Charleston (The) (WV)
University of Dallas (TX)
University of Dayton (OH)
University of Denver (CO)
University of Dubuque (IA)
University of Evansville (IN)
University of La Verne (CA)
University of Miami (FL)
University of New Haven (CT)
University of Portland (OR)
University of Richmond (VA)
University of San Diego (CA)
University of San Francisco (CA)
University of St. Thomas (TX)
University of St. Thomas (MN)
University of the Ozarks (AR)
University of The South (The) (TN)
University of Tulsa (OK)
Upper Iowa University (IA)
Villanova University (PA)
Viterbo College (WI)
Walsh College (OH)
Warner Southern College (FL)
Wartburg College (IA)
Washington and Jefferson College (PA)
Washington and Lee University (VA)
Washington College (MD)
Webber College (FL)
Wesley College (DE)
Wesleyan College (GA)
Western Baptist College (OR)
Western Maryland College (MD)
Westminster College (PA)
Westminster College of Salt Lake City (UT)
Wheaton College (MA)
Wheeling Jesuit College, Inc. (WV)
Whittier College (CA)
Widener University (PA)
William Jewell College (MO)
Wilmington College (OH)
Wilmington College (DE)
Wingate College (NC)
Wisconsin Lutheran College (WI)
Woodbury University (CA)
York College of Pennsylvania (PA)

Total Institutions: 306

SALARY-TREND STUDY OF FACULTY IN PHILOSOPHY AND RELIGION FOR THE YEARS 1990-91 and 1993-94

By
Richard D. Howe
and
Jesse Taylor, Jr.

Since 1982-83 the College and University Personnel Association (CUPA) in Washington, D.C., in cooperation with Appalachian State University in Boone, North Carolina, has conducted annual national faculty salary studies by discipline and rank each year through 1993-94. Each year two separate studies are conducted, one for public senior colleges and universities, and the other for private senior colleges and universities.

Salary data for each study were collected and tabulated for full-time teaching faculty in 42 selected academic disciplines including philosophy and religion. The disciplines were chosen from among those defined by A Classification of Instructional Programs (CIP), 1990. The definition of the discipline/major field of philosophy and religion in the CIP is as follows:

> A summary of groups of instructional programs that describe the study of modes, methods and types of logical inquiry; and the study of organized systems of belief and related practices.*
>
> [*A Classification of Instructional Programs (Washington, D.C.: National Center for Education Statistics, [1990], p. 127--38.).]

This article presents a summary of the overall average salary increases in the discipline/major field of philosophy and religion from the "baseline year" of 1990-91 to and including the "trend year" of 1993-94 for both public and private institutions. Of the 282 institutions which participated in CUPA's PUBLIC study of 1990-91, 221 also participated in 1993-94. Data from those same 221 institutions were used in both the baseline year and the trend year. Of the 494 institutions which participated in CUPA's PRIVATE study of 1990-91, 306 also participated in 1993-94. Data from those same 306 institutions were used in both the baseline year and the trend year.

This article lists the average salaries of philosophy and religion for both public and private participating institutions by rank, including NEW ASST PROF (new assistant professor), the FAC MIX PCT (faculty mix percentage) and the SALARY FACTOR. In addition, comparisons are made with the CPI (Consumer Price Index) of changes in cost-of-living between the two studies for each of the two study years (1990-91 and 1993-94).

The CPI uses a base period of 1982-84 and is based on prices of food, clothing, shelter and fuels, transportation, medical care, entertainment, and other goods and services that people buy for day-to-day living. In examining trends in faculty salary, it is important to consider any changes in the purchasing power of salaries due to inflation. Thus by comparing changes in the faculty salaries with the CPI, a more precise representation of "real" salary increases is yielded.

The salary is based on a nine- or ten-month academic year salary of full-time faculty only. It does not include any faculty members teaching less than 51 percent. Salary for summer academic work, fringe benefits, and perquisites are not included in the salary data. The average salary is based on the study information with the assumption that all employees are full-time. The average salary displayed is an average of all faculty salaries reported for a given rank and discipline.

The "NUM" means the number of faculty members whose salaries were included to compute the average salary.

The "N/IN" means the number of institutions that reported salary data for a given academic rank and discipline/major field.

The FAC MIX PCT is the percentage of faculty in a given discipline/major field who hold a given academic rank. For example, a FAC MIX PCT factor of 29.1 for associate professor of philosophy and religion in the 1990-91 public study means that 29.1 percent of the faculty in that discipline/major field hold the rank of associate professor.

The SALARY FACTOR for a given rank of a given discipline/major field is the ratio of the average salary to the total average salary of all institutions in each of the four studies: PUBLIC 1990-91, PUBLIC 1993-94, PRIVATE 1990-91 and PRIVATE 1993-94. For example, a SALARY FACTOR of .97 for associate professors in the discipline/major field of philosophy and religion in the 1990-91 public study means that their average salary is 3 percent lower than the average salary of all associate professors in all institutions in that study.

NEW ASST PROF is the grouping of assistant professors who were hired for the first time in the fall of the study year (1990-91 or 1993-94). All information for this group was included in the ASST PROF group for reporting purposes. This group is used mainly for new hiring information.

ALL MAJOR FIELDS is the entire data base for all 42 disciplines/major fields in each of the four studies. It is used to compare, among other things, the discipline/major field of philosophy and religion with the entire data base for each study.

Of particular import to the reader is noting the size of the sample on which each percentage or dollar value is based. The smaller the number in the group, the greater the effect of extreme scores on a descriptive statistic such as the average. It should be noted also that any large disparity in the sample sizes between the "baseline year" of 1990-91 and the "trend year" of 1993-94 will lessen the reliability and validity of any conclusions that one might make based on a simple comparison of averages.

	PROF			ASSO PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN
PUBIC, 1990-91:	DISCIPLINE: PHILOSOPHY AND RELIGION MAJOR FIELD: PHILOSOPHY AND RELIGION																	
AVERAGE SALARY:	49071	362	124	39093	239	98	30362	186	91	27753	46	37	26333	35	24	40968	822	148
FAC MIX PCT:	44.0%			29.1%			22.6%			5.6%			4.3%			100.0%		
SALARY FACTOR:	0.99			0.97			0.91			0.86			1.01			1.02%		
	ALL MAJOR FIELDS																	
AVERAGE SALARY:	49382	20535		40201	17323		33479	17898		32406	2968		25977	5278		40089	61034	221
FAC MIX PCT:	33.6%			28.4%			29.3%			4.9%			8.6%			100.0%		
PUBLIC, 1993-94:	DISCIPLINE: PHILOSOPHY AND RELIGION MAJOR FIELD: PHILOSOPHY AND RELIGION																	
AVERAGE SALARY:	53090	373	127	40735	250	112	33095	196	107	31844	44	35	25041	19	13	44092	838	154
FAC MIX PCT:	44.5%			29.8%			23.4%			5.3%			2.3%			100.0%		
SALARY FACTOR:	0.99			0.94			0.91			0.91			0.91			1.01		
	ALL MAJOR FIELDS																	
AVERAGE SALARY:	53700	20965		43457	17404		36275	17890		34850	2587		27419	4384		43720	60643	221
FAC MIX PCT:	34.6%			28.7%			29.5%			4.3%			7.2%			100.0%		
PRIVATE, 1990-91:	DISCIPLINE: PHILOSOPHY AND RELIGION MAJOR FIELD: PHILOSOPHY AND RELIGION																	
AVERAGE SALARY:	46413	614	213	36951	404	174	30187	369	164	28742	65	48	23535	44	38	38854	1431	256
FAC MIX PCT:	42.9%			28.2%			25.8%			4.5%			3.1%			100.0%		
SALARY FACTOR:	0.91			0.94			0.92			0.93			0.90			0.96		
	ALL MAJOR FIELDS																	
AVERAGE SALARY:	51194	10278		39238	9563		32704	9984		30965	1513		26246	1868		40291	31693	306
FAC MIX PCT:	32.4%			30.2%			31.5%			4.8%			5.9%			100.0%		
PRIVATE, 1993-94:	DISCIPLINE: PHILOSOPHY AND RELIGION MAJOR FIELD: PHILOSOPHY AND RELIGION																	
AVERAGE SALARY:	53245	626	221	41253	431	179	33624	423	174	31259	64	53	28035	50	41	43618	1530	262
FAC MIX PCT:	40.9%			28.2%			27.6%			4.2%			3.3%			100.0%		
SALARY FACTOR:	0.92			0.94			0.93			0.93			0.98			0.96		
	ALL MAJOR FIELDS																	
AVERAGE SALARY:	57805	10854		43900	9968		36283	10119		33719	1372		28694	1637		45403	32578	306
FAC MIX PCT:	33.3%			30.6%			31.1%			4.2%			5.0%			100.0%		

RESULTS OF THE TWO PUBLIC STUDIES, 1990-91 and 1993-94

In the PUBLIC 1990-91 salary study in the above table, the reader may note that the discipline/major field of philosophy and religion was reported in 148 of the 221 public institutions. The average salary of the 822 faculty was $40,968. This average salary was approximately 2.2 percent higher than the average salary of $40,089 for all 61,034 faculty in ALL MAJOR FIELDS in the 1990-91 public study.

In the PUBLIC 1993-94 salary study in the above table, the discipline/major field of philosophy and religion was reported in 154 of the same 221 public institutions. The average salary of the 838 faculty was $44,092. This average salary was approximately .9 percent higher than the average salary of $43,720 for all 60,643 faculty in ALL MAJOR FIELDS in the 1993-94 public study.

The increase in average salaries for all faculty in the discipline/major field of philosophy and religion after three years in the public institutions studied was 7.6 percent ($44,092 minus $40,968 equals $3,124). The CPI of increased cost-of-living between October 1990 and October 1993 was 9.1 percent. A more realistic increase, therefore, in the average faculty salaries over the three-year period, is 1.5 percent or .5 percent each year below the cost-of-living.

The increase in average salaries for all faculty in ALL MAJOR FIELDS after three years in the public institutions studied was 9.1 percent ($43,720 minus $40,089 equals $3,631). In comparison to the discipline/major field of philosophy and religion (7.6%), therefore, the faculty in ALL MAJOR FIELDS received a relative increase in their salaries of 1.5 percent (9.1% minus 7.6% equals 1.5%) more than faculty in the discipline/major field of philosophy and religion.

The reader may note that the faculty mix percentage in philosophy and religion is higher at the professor rank than at the assistant professor rank in the 1990-91 study: 44 percent vs. 28.1 percent, and in the 1993-94 study it is 44.5 percent vs. 23.4 percent, respectively. The differences in faculty mix percentage at the ranks of professor and assistant professor in ALL MAJOR FIELDS for both public studies are as follows: 33.6 percent vs. 29.3 percent (1990-91) and 34.6 percent vs. 29.5 percent (1993-94), respectively.

Finally, the hiring rate of new assistant professors in philosophy and religion in the public studies was higher than the hiring rate of ALL MAJOR FIELDS in 1990-91, 6.0 percent (46/822) vs. 4.9 percent (2,968/61,034), respectively; and higher in 1993-94, 5.3 percent (59/1,425) vs. 4.3 percent (2,587/60,643), respectively.

RESULTS OF THE TWO PRIVATE STUDIES, 1990-91 and 1993-94

In the PRIVATE 1990-91 salary study in the above table, the reader may note that the discipline/major field of philosophy and religion was reported in 256 of the 306 private institutions. The average salary of the 1,431 faculty was $38,854. This average salary was 3.7 percent lower than the average salary of $40,291 for all 31,693 faculty in ALL MAJOR FIELDS in the 1990-91 private study.

In the PRIVATE 1993-94 salary study in the above table, the discipline/major field of philosophy and religion was reported in 262 of the same 306 private institutions. The average salary of the 1,530 faculty was $43,618. This average salary was 4.1 percent lower than the average salary of $45,403 for all 32,578 faculty in ALL MAJOR FIELDS in the 1993-94 private study.

The increase in average salaries for all faculty in philosophy and religion after three years in the private institutions studied was 13.0 percent ($43,618 minus $38,584 equals $5,034). The CPI of increased cost-of-living between October 1990 and October 1993 was 9.1 percent. A more realistic increase, therefore,in the average faculty salaries over the three-year time period, is 3.9

percent or 1.3 percent each year above the cost-of-living.

The increase in average salaries for all faculty in ALL MAJOR FIELDS after three years in the private institutions studied was 12.7 percent ($45,403 minus $40,291 equals $5,112). In comparison to the discipline/major field of philosophy and religion (13.0%), therefore, the faculty in ALL MAJOR FIELDS increased their salaries by .3 percent (13.0% minus 12.7% equals .3%) less than faculty in philosophy and religion.

In the discipline/major field of philosophy and religion, the reader may note that the faculty mix percentage is higher at the professor rank in comparison to the assistant professor rank in both studies: 42.9 percent vs. 25.8 percent (1990-91), respectively; and 40.9 percent vs. 27.6 percent, (1993-94), respectively. The differences in the ranks of professor and assistant professor in ALL MAJOR FIELDS for both private studies are as follows: 32.4 percent vs. 31.5 percent (1990-91), and 33.3 percent vs. 31.1 percent (1993-94), respectively.

Finally, the reader may note that the hiring rate of new assistant professors in philosophy and religion was lower than ALL MAJOR FIELDS in the 1990-91 private study: 4.5 percent (65/1,431) vs. 4.8 percent (1,513/31,693), respectively, and virtually the same in the 1993-94 private study: 4.2 percent (64/1,530) vs. 4.2 percent (1,372/32,578), respectively.

CONCLUDING REMARKS

This article presented salary-trend information on the academic discipline/-major field of philosophy and religion and compared that information with ALL MAJOR FIELDS and with the CPI over a period of three years from the "baseline year" of 1990-91 through the "trend year" of 1993-94. Two studies, one for public institutions, and the other for private institutions were conducted for the baseline year and for the trend year--a total of four studies. A total of 4,621 (2.5%) faculty in the discipline/major field of philosophy and religion participated and were included in the 42 disciplines/major fields in each of the four studies and in the overall total of 185,948 participating faculty. The same 221 public institutions and the same 306 private institutions in the United States participated in the baseline year and in the trend year.

Although many interpolations and extrapolations of the data may be made, a few of the more important ones are as follows. First, the average faculty salary in the discipline/major field of philosophy and religion in 1990-91 in the public and private studies were 2 percent above and 4 percent below the average faculty salary factors for all ranks in ALL MAJOR FIELDS (1.00), respectively. The average faculty salary factors for all ranks in philosophy and religion in 1993-94 in the public and private studies were 1 percent above and 4 percent below the average salary factors for all ranks in ALL MAJOR FIELDS (1.00), respectively.

Second, the CPI of October 1993 increased 9.1 percent from the CPI of October 1990, and indicates that the faculty in philosophy and religion in the public institutions received an average annual salary increase of .5 percent below the cost-of-living. In the private institutions the annual average salary increase was 1.3 percent above the cost-of-living.

Third, in the discipline/major field of philosophy and religion the professor rank FAC MIX PCTs are higher than those in the assistant professor rank in both the 1990-91 and 1993-94 public and private studies. These data show that philosophy and religion is an established discipline in academia.

Finally, the hiring rate of new assistant professors in philosophy and religion in the 1990-91 and 1993-94 public studies was higher than in ALL MAJOR FIELDS. In the 1990-91 private study the hiring rate was lower than in ALL MAJOR FIELDS and virtually the same in the 1993-94 study.

Now that a rather significant data base of average faculty salaries in the individual academic discipline/major field of philosophy and religion is being developed, it is anticipated that this current information will be a valuable reference tool for interested administrators and professors.

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APPENDIX A

OVERALL LIST OF SELECTED DISCIPLINES

ACCOUNTING

ADMINISTRATIVE ASSISTANT/SECRETARIAL SCIENCE, GENERAL

ANTHROPOLOGY

AREA, ETHNIC, AND CULTURAL STUDIES

BIOLOGICAL SCIENCES/LIFE SCIENCES

BUSINESS ADMINISTRATION AND MANAGEMENT, GENERAL

BUSINESS MANAGEMENT AND ADMINISTRATIVE SERVICES

BUSINESS/MANAGERIAL ECONOMICS

BUSINESS MARKETING AMD MARKETING MANAGEMENT

CHEMISTRY, GENERAL

COMMUNICATIONS

COMMUNICATION TECHNOLOGIES

COMPUTER AND INFORMATION SCIENCES

COUNSELOR EDUCATION COUNSELING AND GUIDANCE SERVICES

DRAMA/THEATER ARTS, GENERAL

ECONOMICS, GENERAL

EDUCATION

ENGINEERING

ENGINEERING-RELATED TECHNOLOGIES

ENGLISH LANGUAGE AND LITERATURE/LETTERS

FOREIGN LANGUAGES AND LITERATURES

GEOGRAPHY

GEOLOGY

HISTORY, GENERAL

HOME ECONOMICS

LIBRARY SCIENCE

MATHEMATICS

MULTI/INTERDISCIPLINARY STUDIES

MUSIC, GENERAL

NURSING (R.N. TRAINING)

PHILOSOPHY AND RELIGION

PHYSICAL SCIENCES

PHYSICS, GENERAL

POLITICAL SCIENCE, GENERAL

PROTECTIVE SERVICES

PSYCHOLOGY

READING TEACHER EDUCATION

SOCIOLOGY

SPECIAL EDUCATION, GENERAL

SPEECH-LANGUAGE PATHOLOGY AND AUDIOLOGY

TEACHER EDUCATION

VISUAL AND PERFORMING ARTS

TOTAL: 42

APPENDIX B

CUPA Public Faculty Salary-Trend Studies: 1990-91 and 1993-94

Institutions Participating in Both Studies:

Alabama A&M University (AL)
Angelo State University (TX)
Appalachian State University (NC)
Arkansas State University (AR)
Arkansas Technical University (AR)
Armstrong State College (GA)
Auburn University of Montgomery (AL)
Augusta College (GA)
Austin Peay State University (TN)
Ball State University (IN)
Black Hills State University (SD)
Bluefield State College (WV)
Boise State University (ID)
Bowie State University (MD)
Bridgewater State College (MA)
California State University Sacramento (CA)
California State University Stanislaus (CA)
Castleton State College (VT)
Central Michigan University (MI)
Central Missouri State University (MO)
Christopher Newport University (VA)
Clarion University of Pennsylvania (PA)
Cleveland State University (OH)
Clinch Valley College of the University of Virginia (VA)
College of Staten Island of the City University of New York (NY)
Columbus College (GA)
Dakota State University (SD)
Delta State University (MS)
Dickinson State University (ND)
East Central University (OK)
East Stroudsburg University (PA)
East Tennessee State University (TN)
East Texas State University (TX)
Eastern Connecticut State University (CT)
Eastern Illinois University (IL)
Eastern Kentucky University (KY)
Eastern Michigan University (MI)
Eastern Montana College (MT)
Eastern New Mexico University (NM)
Eastern Oregon State College (OR)
Eastern Washington University (WA)
Edinboro University of Pennsylvania (PA)
Emporia State University (KS)
Fitchburg State College (MA)
Fort Hays State University (KS)
Fort Lewis College (CO)
Framingham State College (MA)
Francis Marion University (SC)
Georgia College (GA)
Georgia Southern University (GA)
Georgia Southwestern College (GA)
Grambling State University (LA)
Grand Valley State University (MI)
Harris-Stowe State College (MO)
Henderson State University (AR)
Illinois State University (IL)
Indiana University of Pennsylvania (PA)
Jacksonville State University (AL)
James Madison University (VA)
Keene State College (NH)
Kennesaw State College (GA)
Kent State University (OH)
Kutztown University of Pennsylvania (PA)
Lake Superior State University (MI)
Lander College (SC)
Livingston University (AL)
Longwood College (VA)
Louisiana State University in Shreveport (LA)
Louisiana Tech University (LA)
Mankato State University (MN)
Marshall University (WV)
Mayville State University (NE)
McNeese State University (LA)
Mesa State College (CO)
Metropolitan State College of Denver (CO)
Middle Tennessee State University (TN)
Millersville University of Pennsylvania (PA)
Minot State University (ND)
Mississippi Valley State University (MS)
Missouri Southern State College (MO)
Missouri Western State College (MO)
Montana College of Mineral Science and Technology (MT)
Montclair State College (NJ)
Moorhead State University (MN)
Morehead State University (KY)
Morgan State University (MD)
Murray State University (KY)
New Mexico Highlands University (NM)
Nicholls State University (LA)
North Adams State College (MA)
North Carolina Agricultural and Technical State University (NC)

Participating Institutions (continued):

Northeast Louisiana University (LA)
Northeast Missouri State University (MO)
Northeastern Illinois University (IL)
Northern Arizona University (AZ)
Northern Illinois University (IL)
Northern Kentucky University (KY)
Northern State University (SD)
Northwest Missouri State University (MO)
Northwestern State University (LA)
Oakland University (MI)
Oklahoma Panhandle State University (OK)
Old dominion University (VA)
Oregon Institute of Technology (OR)
Peru State College (NE)
Pittsburg State University (KS)
Portland State University (OR)
Prairie View A&M University (TX)
Purdue University Calumet (IN)
Ramapo College of New Jersey (NJ)
Rhode Island College (RI)
Saginaw Valley State University (MI)
Salem State College (MA)
Salisbury State University (MD)
San Diego State University (CA)
Sangamon State University (IL)
Shawnee State University (OH)
Shippensburg University of Pennsylvania (PA)
Sonoma State University (CA)
Southeast Missouri State University (MO)
Southwastern Louisiana University (LA)
Southeastern Oklahoma State University (OK)
Southern Arkansas University (AR)
Southern college of Technology (GA)
Southern Connecticut State University (CT)
Southern Illinois University at Edwardsville (IL)
Southwest Missouri State University (MO)
Southwest Texas State University (TX)
St. Claud State University (NM)
State University of New York at Brockport (NY)
State University of New York College at Fredonia (NY)
State University of New York College at Geneseo (NY)
State University of New York College at Oneonta (NY)
State University of New York College at Oswego (NY)
State University of New York College at Plattsburgh (NY)
State University of New York College at Potsdam (NY)
Tarleton State University (TX)
Tennessee Technological University (TN)
Texas A&M University-Corpus Christi TX)
Texas Woman's University (TX)
Towson State University (MD)
Trenton State College (NJ)
University of Akron (OH)
University of Alabama in Huntsville (AL)
University of Alaska Southeast (AK)
University of Arkansas at Little Rock (AR)
University of Central Florida (FL)
University of Central Oklahoma (OK)
University of Colorado at Colorado Springs (CO)
University of Guam (GU)
University of Houston-Clear Lake (TX)
University of Maine at Farmington (ME)
University of Maine at Fort Kent (ME)
University of Maryland Baltimore County (MD)
University of Massachusetts Dartmouth (MA)
University of Massachusetts Lowell (MA)
University of Memphis (TN)
University of Missouri-St. Louis (MO)
University of Montevallo (AL)
University of Nebraska at Kearney (NE)
University of Nebraska at Omaha (NE)
University of North Carolina at Asheville (NC)
University of North Carolina at Charlotte (NC)
University of North Carolina at Greensboro (NC)
University of North Carolina at Wilmington (NC)
University of North Texas (TX)
University of Pittsburgh at Bradford (PA)
University of Puerto Rico-Cayey (PR)
University of Puerto Rico-Humacao University College (PR)
University of Science and Arts of Oklahoma (OK)
University of South Alabama (AL)
University of South Carolina at Spartanburg (SC)
University of Southern Carolina-Aiken (SC)
University of South Florida (The) (FL)
University of Southern Colorado (CO)
University of Southern Indiana (IN)
University of Southern Maine (ME)
University of Southern Mississippi (MS)
University of Southwestern Louisiana (LA)
University of Tennessee at Chattanooga (TN)
University of Texas at Dallas (The) (TX)
University of Texas at El Paso (The) (TX)
University of Texas at San Antonio (TX)
University of Texas at Tyler (The) (TX)

Participating Institutions (continued):

University of the Virgin Islands (VI)
University of West Florida (FL)
University of Wisconsin-Eau Claire (WI)
University of Wisconsin-Green Bay (WI)
University of Wisconsin-LaCrosse (WI)
University of Wisconsin-Oshkosh (WI)
University of Wisconsin-Parkside (WI)
University of Wisconsin-Platteville (WI)
Univesrity of Wisconsin-Stevens Point (WI)
University of Wisconsin-Superior (WI)
University of Wisconsin-Whitewater (WI)
Valley City State University (ND)
Washburn University (KS)
Wayne State College (NE)
Weber State University (UT)
West Chester University of Pennsylvania (PA)
West Georgia College (GA)
Western Carolina University (NC)
Western Illinois University (IL)
Western Kentucky University (KY)
Western Michigan University (MI)
Western Montana College (MT)
Western Oregon State College (OR)
Western Washington University (WA)
Wichita State University (The) (KS)
William Paterson College of New Jersey (NJ)
Winston-Salem State University (NC)
Wright State University (OH)
Youngstown State University (OH)

Total Institutions = 221

APPENDIX C

CUPA Private Faculty Salary-Trend Studies: 1990-91 and 1993-94

Institutions Participating in Both Studies:

Abilene Christian University (TX)
Adrian College (MI)
Agnes Scott College (GA)
Albertus Magnus College (CT)
Alfred University (NY)
Allenton College of St. Francis de Sales (PA)
Alma College (MI)
Alvernia College (PA)
Alverno College (WI)
American University (The) (DC)
Amherst College (MA)
Anderson University (IN)
Anna Maria College (MA)
Aquinas College (MI)
Arkansas College (AR)
Ashland University (OH)
Aurora University (IL)
Avila College (MO)
Azusa Pacific University (CA)
Babson College (MA)
Baker College of Flint (MI)
Baldwin-Wallace College (OH)
Barry University (FL)
Beaver College (PA)
Bellarmine College (KY)
Belmont University (TN)
Benedict College (SC)
Benedictine College (KS)
Bentley College (MA)
Bethany College (KS)
Bethany College (WV)
Bethel College (IN)
Bethel College (MN)
Birmingham-Southern College (AL)
Blackburn University (IL)
Bloomfield College (NJ)
Bradley University (OH)
Bridgewater College (VA)
Bryn Mawr College (PA)
Cabrini College (PA)
Caldwell College (NJ)
Calvin College (MI)
Capitol College (MD)
Catawba College (NC)
Catholic University of America (DC)
Centenary College of Louisiana (LA)
Central Baptist College (AR)
Central College (IA)
Charleston Southern University (SC)
Christian Brothers University (TN)
Clarke College (IA)
Clarkson University (NY)
Clear Creek Baptist Bible College (KY)
Coker College (SC)
College of Great Falls (MT)
College of Mount Saint Vincent (NY)
College of Notre Dame (CA)
College of Notre Dame of Maryland (MD)
College of Saint Benedict (MN)
College of Saint Elizabeth (NJ)
College of Saint Rose (NY)
College of St. Catherine (MN)
College of St. Scholastica (MN)
College of the Southwest (NM)
Columbia College (MO
Columbia College (SC)
Concordia College (MN)
Concordia College (NE)
Concordia University Wisconsin (WI)
Cornell College (IA)
Creighton University (NE)
D'Youville College (NY)
Dakota Wesleyan University (SD)
Davidson College (NC)
Davis & Elkins College (WV)
Defiance College (The) (OH)
DePaul University (IL)
Dickinson College (PA)
Doane College (NE)
Dominican College (NY)
Dordt College (IA)
Drake University (IA)
Drew University (NJ)
Drexel University (PA)
Drury College (MO)
Duquesne University (PA)
Eckerd College (FL)
Edgewood College (WI)
Elizabethtown College (PA)
Elmira College (NY)
Emory & Henry College (VA)
Fairfield University (CT)
Ferrum College (VA)
Franciscan University of Steubenville (OH)
Franklin and Marshall College (PA)
Freed-Hardeman University (TN)
Friends University (KS)
Furman University (SC)

Participating Institutions (continued):

Garner-Webb University (NC)
George Washington University (DC)
Georgetown University (DC)
Gonzaga University (WA)
Gordon College (MA)
Goshen College (IN)
Great Lakes Christian College (MI)
Grinnell College (IA)
Guilford College (NC)
Hampton University (VA)
Hartwick College (NY)
Hastings College (NE)
Hebrew College (MA)
Heidelberg College (OH)
Hilbert College (NY)
Hobart and William Smith Colleges (NY)
Holy Family College (PA)
Holy Names College (CA)
Hope College (MI)
Houghton College (NY)
Immaculata College (PA)
Iona College (NY)
Jamestown College (ND)
John Carroll University (OH)
Johnson C. Smith University (NC)
Judson College (AL)
Kalamazoo College (MI)
Kenyon College (OH)
King's College (PA)
La Roche College (PA)
LaGrange College (GA)
Lakeland College (WI)
Lancaster Bible College (PA)
Le Moyne College (NY)
Lebanon Valley College of Pennsylvania (PA)
Lees McRae College (NC)
LeTourneau University (TX)
Limestone College (SC)
Lindsey Wilson College (KY)
Linfield College (OR)
Loras College (IA)
Loyola College in Maryland (MD)
Loyola Marymount University (CA)
Lubbock Christian University (TX)
Lycoming College (PA)
Lynchburg College (VA)
Madonna University (MI)
Malone College (OH)
Manhattan College (NY)
Marist College (NY)
Mars Hill College (NC)
Mary Baldwin College (VA)
Marymount College Tarrytown (NY)
Maryville University of St. Louis (MO)
Marywood College (PA)
Massachusetts Institute of Technology (MA)
Medaille College (NY)
Memphis Theological Seminary (TN)
Mercer University (GA)
Mercy College (NY)
Midland Lutheran College (NE)
Midway College (KY)
Millikin University (IL)
Monmouth College (NJ)
Montreat-Anderson College (NC)
Moravian College (PA)
Mount Union College (OH)
Muhlenberg College (PA)
Muskingum College (OH)
Neumann College (PA)
Niagara University (NY)
North Central College (IL)
Northeastern University (MA)
Northland College (WI)
Northwest College (WA)
Northwestern College (IA)
Norwich Univesrity (VT)
Notre Dame College of Ohio (OH)
Nusson College (ME)
Oakwood College (AL)
Occidental College (CA)
Ohio Northern University (OH)
Ohio Wesleyan University (OH)
Oklahoma Baptist University (OK)
Olivet Nazarene University (IL)
Our Lady of Holy Cross College (LA)
Our Lady of the Lake University (TX)
Pace University (NY)
Pacific Lutheran University (WA)
Palm Beach Atlantic College (FL)
Pepperdine University (CA)
Pfeiffer College (NC)
Pikeville College (KY)
Pine Manor College (MA)
Point Park College (PA)
Presbyterian College (SC)
Quincy College (IL)
Quinnipiac College (CT)
Randolph-Macon College (VA)
Randolph-Macon Woman's College (VA)
Reed College (OR)
Reformed Bible College (MI)
Rensselaer Polytechnic Institute (NY)
Rider College (NJ)
Ripon College (WI)
Rivier College (NH)
Robert Morris College (PA)
Rockhurst College (MO)

Participating Institutions (continued):

Rocky Mountain College (MT)
Rollins College (FL)
Roosevelt University (IL)
Rosary College (IL)
Rose-Hulman Institute of Technology (IN)
Russell Sage College (NY)
Sacred Heart University (CT)
Saint Francis College (PA)
Saint Joseph's University (PA)
Saint Martin's College (WA)
Saint Mary College (KS)
Saint Mary's College (IN)
Saint Mary's College of California (CA)
Saint Meinrad College (IN)
Saint Vincent College (PA)
Salem College (NC)
Santa Clara University (CA)
Schreiner College (TX)
Scripps College (CA)
Seattle Pacific University (WA)
Seattle University (WA)
Seton Hill College (PA)
Shorter College (GA)
Siena Heights College (MI)
Simpson College (IA)
Simpson College (CA)
Sioux Falls College (SD)
Skidmore College (NY)
Southwestern Assemblies of God College (TX)
Spalding University (KY)
Spring Hill College (AL)
St. Ambrose University (IA)
St. Bonaventure University (NY)
St. Edward's University (TX)
St. Francis College (NY)
St. John Fisher College (NY)
St. John's University (MN)
St. Norbert College (WI)
St. Thomas University (FL)
Stanford University (CA)
Stillman College (AL)
Susquehanna University (PA)
Syracuse University (NY)
Tabor College (KS)
Teikyo Westmar University (IA)
Texas Christian University (TX)
Thomas More College (KY)
Tiffin University (OH)
Transylvania University (KY)
Tri-State University (IN)
Tusculum College (TN)
Tuskegee University (AL)
Union Institute (The) (OH)
Union University (TN)
University of Bridgeport (CT)
University of Central Texas (TX)
University of Charleston (The) (WV)
University of Dallas (TX)
University of Dayton (OH)
University of Denver (CO)
University of Dubuque (IA)
University of Evansville (IN)
University of La Verne (CA)
University of Miami (FL)
University of New Haven (CT)
University of Portland (OR)
University of Richmond (VA)
University of San Diego (CA)
University of San Francisco (CA)
University of St. Thomas (TX)
University of St. Thomas (MN)
University of the Ozarks (AR)
University of The South (The) (TN)
University of Tulsa (OK)
Upper Iowa University (IA)
Villanova University (PA)
Viterbo College (WI)
Walsh College (OH)
Warner Southern College (FL)
Wartburg College (IA)
Washington and Jefferson College (PA)
Washington and Lee University (VA)
Washington College (MD)
Webber College (FL)
Wesley College (DE)
Wesleyan College (GA)
Western Baptist College (OR)
Western Maryland College (MD)
Westminster College (PA)
Westminster College of Salt Lake City (UT)
Wheaton College (MA)
Wheeling Jesuit College, Inc. (WV)
Whittier College (CA)
Widener University (PA)
William Jewell College (MO)
Wilmington College (OH)
Wilmington College (DE)
Wingate College (NC)
Wisconsin Lutheran College (WI)
Woodbury University (CA)
York College of Pennsylvania (PA)

Total Institutions: 306

SALARY-TREND STUDY OF FACULTY IN PHYSICAL SCIENCES
FOR THE YEARS
1990-91 and 1993-94

By
Richard D. Howe
and
Keith Alexander Erwin

Since 1982-83 the College and University Personnel Association (CUPA) in Washington, D.C., in cooperation with Appalachian State University in Boone, North Carolina, has conducted annual national faculty salary studies by discipline and rank each year through 1993-94. Each year two separate studies are conducted, one for public senior colleges and universities, and the other for private senior colleges and universities.

Salary data for each study were collected and tabulated for full-time teaching faculty in 42 selected academic disciplines including physical sciences. The disciplines were chosen from among those defined by _A Classification of Instructional Programs_ (_CIP_), 1990. The definition of the discipline/major field of physical sciences in the _CIP_ is as follows:

> A summary of groups of instructional programs that describe the scientific study of inanimate objects, processes of matter and energy, and associated phenomena.*
>
> [*_A Classification of Instructional Programs_ (Washington, D.C.: National Center for Education Statistics, [1990], p. 129--40.).]

This article presents a summary of the overall average salary increases in the discipline/major field of physical sciences from the "baseline year" of 1990-91 to and including the "trend year" of 1993-94 for both public and private institutions. Of the 282 institutions which participated in CUPA's PUBLIC study of 1990-91, 221 also participated in 1993-94. Data from those same 221 institutions were used in both the baseline year and the trend year. Of the

494 institutions which participated in CUPA's PRIVATE study of 1990-91, 306 also participated in 1993-94. Data from those same 306 institutions were used in both the baseline year and the trend year.

This article lists the average salaries of physical sciences for both public and private participating institutions by rank, including NEW ASST PROF (new assistant professor), the FAC MIX PCT (faculty mix percentage) and the SALARY FACTOR. In addition, comparisons are made with the CPI (Consumer Price Index) of changes in cost-of-living between the two studies for each of the two study years (1990-91 and 1993-94).

The CPI uses a base period of 1982-84 and is based on prices of food, clothing, shelter and fuels, transportation, medical care, entertainment, and other goods and services that people buy for day-to-day living. In examining trends in faculty salary, it is important to consider any changes in the purchasing power of salaries due to inflation. Thus by comparing changes in the faculty salaries with the CPI, a more precise representation of "real" salary increases is yielded.

The salary is based on a nine- or ten-month academic year salary of full-time faculty only. It does not include any faculty members teaching less than 51 percent. Salary for summer academic work, fringe benefits, and perquisites are not included in the salary data. The average salary is based on the study information with the assumption that all employees are full-time. The average salary displayed is an average of all faculty salaries reported for a given rank and discipline.

The "NUM" means the number of faculty members whose salaries were included to compute the average salary.

The "N/IN" means the number of institutions that reported salary data for a given academic rank and discipline/major field.

The FAC MIX PCT is the percentage of faculty in a given discipline/major

field who hold a given academic rank. For example, a FAC MIX PCT factor of 25.3 for associate professor of physical sciences in the 1990-91 public study means that 25.3 percent of the faculty in that discipline/major field hold the rank of associate professor.

The SALARY FACTOR for a given rank of a given discipline/major field is the ratio of the average salary to the total average salary of all institutions in each of the four studies: PUBLIC 1990-91, PUBLIC 1993-94, PRIVATE 1990-91 and PRIVATE 1993-94. For example, a SALARY FACTOR of .97 for associate professors in the discipline/major field of physical sciences in the 1990-91 public study means that their average salary is 3 percent lower than the average salary of all associate professors in all institutions in that study.

NEW ASST PROF is the grouping of assistant professors who were hired for the first time in the fall of the study year (1990-91 or 1993-94). All information for this group was included in the ASST PROF group for reporting purposes. This group is used mainly for new hiring information.

ALL MAJOR FIELDS is the entire data base for all 42 disciplines/major fields in each of the four studies. It is used to compare, among other things, the discipline/major field of physical sciences with the entire data base for each study.

Of particular import to the reader is noting the size of the sample on which each percentage or dollar value is based. The smaller the number in the group, the greater the effect of extreme scores on a descriptive statistic such as the average. It should be noted also that any large disparity in the sample sizes between the "baseline year" of 1990-91 and the "trend year" of 1993-94 will lessen the reliability and validity of any conclusions that one might make based on a simple comparison of averages.

	PROF SALARY	PROF NUM	PROF N/IN	ASSO PROF SALARY	ASSO PROF NUM	ASSO PROF N/IN	ASST PROF SALARY	ASST PROF NUM	ASST PROF N/IN	NEW ASST PROF SALARY	NEW ASST PROF NUM	NEW ASST PROF N/IN	INSTRUCTOR SALARY	INSTRUCTOR NUM	INSTRUCTOR N/IN	ALL RANKS SALARY	ALL RANKS NUM	ALL RANKS N/IN
PUBIC, 1990-91:	DISCIPLINE:PHYSICAL SCIENCES MAJOR FIELD: PHYSICAL SCIENCES																	
AVERAGE SALARY:	48753	220	50	39007	120	46	32799	111	42	35972	21	12	23322	23	14	41316	474	58
FAC MIX PCT:	46.4%			25.3%			23.4%			4.4%			4.9%			100.0%		
SALARY FACTOR:	0.99			0.97			0.98			1.11			0.90			1.03%		
ALL MAJOR FIELDS																		
AVERAGE SALARY:	49382	20535		40201	17323		33479	17898		32406	2968		25977	5278		40089	61034	221
FAC MIX PCT:	33.6%			28.4%			29.3%			4.9%			8.6%			100.0%		
PUBLIC, 1993-94:	DISCIPLINE: PHYSICAL SCIENCES MAJOR FIELD: PHYSICAL SCIENCES																	
AVERAGE SALARY:	55668	254	47	43505	141	44	35075	125	44	32470	19	16	26268	35	19	46086	555	58
FAC MIX PCT:	45.8%			25.4%			22.5%			3.4%			6.3%			100.0%		
SALARY FACTOR:	1.04			1.00			0.97			0.93			0.96			1.05		
ALL MAJOR FIELDS																		
AVERAGE SALARY:	53700	20965		43457	17404		36275	17890		34850	2587		27419	4384		43720	60643	221
FAC MIX PCT:	34.6%			28.7%			29.5%			4.3%			7.2%			100.0%		
PRIVATE, 1990-91:	DISCIPLINE: PHYSICAL SCIENCES MAJOR FIELD: PHYSICAL SCIENCES																	
AVERAGE SALARY:	52847	79	21	38705	30	17	31328	43	24	28375	4	4	23089	9	7	42801	161	42
FAC MIX PCT:	49.1%			18.6%			26.7%			2.5%			5.6%			100.0%		
SALARY FACTOR:	1.03			0.99			0.96			0.92			0.88			1.06		
ALL MAJOR FIELDS																		
AVERAGE SALARY:	51194	10278		39238	9563		32704	9984		30965	1513		26246	1868		40291	31693	306
FAC MIX PCT:	32.4%			30.2%			31.5%			4.8%			5.9%			100.0%		
PRIVATE, 1993-94:	DISCIPLINE: PHYSICAL SCIENCES MAJOR FIELD: PHYSICAL SCIENCES																	
AVERAGE SALARY:	59324	70	21	43013	38	14	32462	32	18	29129	11	11	24011	4	3	48070	144	36
FAC MIX PCT:	48.6%			26.4%			22.2%			7.6%			2.8%			100.0%		
SALARY FACTOR:	1.03			0.98			0.89			0.86			0.84			1.06		
ALL MAJOR FIELDS																		
AVERAGE SALARY:	57805	10854		43900	9968		36283	10119		33719	1372		28694	1637		45403	32578	306
FAC MIX PCT:	33.3%			30.6%			31.1%			4.2%			5.0%			100.0%		

RESULTS OF THE TWO PUBLIC STUDIES, 1990-91 and 1993-94

In the PUBLIC 1990-91 salary study in the above table, the reader may note that the discipline/major field of physical sciences was reported in 58 of the 221 public institutions. The average salary of the 474 faculty was $41,316. This average salary was approximately 3.1 percent higher than the average salary of $40,089 for all 61,034 faculty in ALL MAJOR FIELDS in the 1990-91 public study.

In the PUBLIC 1993-94 salary study in the above table, the discipline/major field of physical sciences was reported in 58 of the same 221 public institutions. The average salary of the 555 faculty was $46,086. This average salary was approximately 5.4 percent higher than the average salary of $43,720 for all 60,643 faculty in ALL MAJOR FIELDS in the 1993-94 public study.

The increase in average salaries for all faculty in the discipline/major field of physical sciences after three years in the public institutions studied was 11.5 percent ($46,086 minus $41,316 equals $4,770). The CPI of increased costof-living between October 1990 and October 1993 was 9.1 percent. A more realistic increase, therefore, in the average faculty salaries over the three-year period, is 2.4 percent or .8 percent each year above the cost-of--living.

The increase in average salaries for all faculty in ALL MAJOR FIELDS after three years in the public institutions studied was 9.1 percent ($43,720 minus $40,089 equals $3,631). In comparison to the discipline/major field of physical sciences (11.5%), therefore, the faculty in ALL MAJOR FIELDS received a relative increase in their salaries of 2.4 percent (11.5% minus 9.1% equals 2.4%) less than faculty in the discipline/major field of physical sciences.

The reader may note that the faculty mix percentage in physical sciences is higher at the professor rank than at the assistant professor rank in the 1990-91 study: 46.4 percent vs. 23.4 percent, and in the 1993-94 study it is also higher at 45.8 percent vs. 22.5 percent, respectively. The differences in faculty mix percentage at the ranks of professor and assistant professor in ALL MAJOR FIELDS for both public studies are as follows: 33.6 percent vs. 29.3 (1990-91) and 34.6 percent vs. 29.5 (1993-94), respectively.

Finally, the hiring rate of new assistant professors in physical sciences in the public studies was lower than the hiring rate of ALL MAJOR FIELDS in 1990-91, 4.4 percent (21/474) vs. 4.9 percent (2,968/61,034), respectively; and higher in 1993-94, 3.2 percent (18/555) vs. 4.3 percent (2,587/60,643), respectively.

RESULTS OF THE TWO PRIVATE STUDIES, 1990-91 and 1993-94

In the PRIVATE 1990-91 salary study in the above table, the reader may note that the discipline/major field of physical sciences was reported in 42 of the 306 private institutions. The average salary of the 161 faculty was $42,801. This average salary was 6.2 percent higher than the average salary of $40,291 for all 31,693 faculty in ALL MAJOR FIELDS in the 1990-91 private study.

In the PRIVATE 1993-94 salary study in the above table, the discipline/-major field of physical sciences was reported in 36 of the same 306 private institutions. The average salary of the 144 faculty was $48,070. This average salary was 5.9 percent higher than the average salary of $45,403 for all 32,578 faculty in ALL MAJOR FIELDS in the 1993-94 private study.

The increase in average salaries for all faculty in physical sciences after three years in the private institutions studied was 12.3 percent ($48,070 minus $42,801 equals $5,269). The CPI of increased cost-of-living between October 1990 and October 1993 was 9.1 percent. A more realistic increase, therefore,in the average faculty salaries over the three-year time period, is 3.2 percent or 1.0 percent each year above the cost-of-living.

The increase in average salaries for all faculty in ALL MAJOR FIELDS after

three years in the private institutions studied was 12.7 percent ($45,403 minus $40,291 equals $5,112). In comparison to the discipline/major field of physical sciences (12.3%), therefore, the faculty in ALL MAJOR FIELDS increased their salaries by .4 percent (12.7% minus 12.3 equals .4) more than faculty in physical sciences.

In the discipline/major field of physical sciences, the reader may note that the faculty mix percentage is higher at the professor rank in comparison to the assistant professor rank in both the 1990-91 and 1993-94 studies: 49.1 percent vs. 26.7 percent, respectively; and 48.6 percent vs. 22.2 percent, respectively. The differences in the ranks of professor and assistant professor in ALL MAJOR FIELDS for both private studies are as follows: 32.4 percent vs. 31.5 percent (199091), and 33.3 percent vs. 31.1 percent (1993-94), respectively.

Finally, the reader may note that the hiring rate of new assistant professors in physical sciences was lower than the hiring rate in ALL MAJOR FIELDS in the 1990-91 private study: 2.4 percent (4/161) vs. 4.7 percent (1,513/31,693), respectively, and higher in the 1993-94 private study: 7.6 percent (11/144) vs. 4.2 percent (1,637/32,578), respectively.

CONCLUDING REMARKS

This article presented salary-trend information on the academic discipline/-major field of physical sciences and compared that information with ALL MAJOR FIELDS and with the CPI over a period of three years from the "baseline year" of 1990-91 through the "trend year" of 1993-94. Two studies, one for public institutions, and the other for private institutions were conducted for the baseline year and for the trend year--a total of four studies. A total of 1,334 (.7%) faculty in the discipline/major field of physical sciences participated and were included in the 42 disciplines/major fields in each of the four studies and in the overall total of 185,948 participating faculty. The same 221 public institutions and the same 306 private institutions in the United States participated in the baseline year and in the trend year.

Although many interpolations and extrapolations of the data may be made, a few of the more important ones are as follows. First, the average faculty salary in the discipline/major field of physical sciences in 1990-91 in the public and private studies were 3 percent above and 6 percent above the average faculty salary factors for all ranks in ALL MAJOR FIELDS (1.00), respectively. The average faculty salary factors for all ranks in physical sciences in 1993-94 in the public and private studies were 5 percent above and 6 percent above the average salary factors for all ranks in ALL MAJOR FIELDS (1.00), respectively.

Second, the CPI of October 1993 increased 9.1 percent from the CPI of October 1990, and indicates that the faculty in physical sciences in the public institutions received an average annual salary increase of .8 percent above the cost-of-living. In the private institutions the annual average salary increase was 1 percent above the cost-of-living.

Third, in the discipline/major field of physical sciences the professor rank FAC MIX PCTs are higher than those in the assistant professor rank in both the 1990-91 and 1993-94 public and private studies.

Finally, the hiring rate of new assistant professors in physical sciences in both the 1990-91 and 1993-94 public studies was lower than in ALL MAJOR FIELDS. In 1990-91 private study, it was lower than in ALL MAJOR FIELDS but higher in the 1993-94 study.

Now that a rather significant data base of average faculty salaries in the individual academic disciplne/major field of physical sciences is being developed, it is anticipated that this current information will be a valuable reference tool for interested administrators and professors.

Richard D. Howe is the originator and director of the annual CUPA faculty salary studies. He is a professor of leadership and educational studies at Appalachian State University, Boone, North Carolina. Co-author Keith Alexander Erwin is a research educationist in the Office of Equal Opportunity Programs at Appalachian State University.

APPENDICES:

A - OVERALL LIST OF SELECTED DISCIPLINES, page 10

B - LIST OF PUBLIC Participating Institutions, page 11

C - LIST OF PRIVATE Participating Institutions, page 14

APPENDIX A

OVERALL LIST OF SELECTED DISCIPLINES

ACCOUNTING
ADMINISTRATIVE ASSISTANT/SECRETARIAL SCIENCE, GENERAL
ANTHROPOLOGY
AREA, ETHNIC, AND CULTURAL STUDIES
BIOLOGICAL SCIENCES/LIFE SCIENCES
BUSINESS ADMINISTRATION AND MANAGEMENT, GENERAL
BUSINESS MANAGEMENT AND ADMINISTRATIVE SERVICES
BUSINESS/MANAGERIAL ECONOMICS
BUSINESS MARKETING AMD MARKETING MANAGEMENT
CHEMISTRY, GENERAL
COMMUNICATIONS
COMMUNICATION TECHNOLOGIES
COMPUTER AND INFORMATION SCIENCES
COUNSELOR EDUCATION COUNSELING AND GUIDANCE SERVICES
DRAMA/THEATER ARTS, GENERAL
ECONOMICS, GENERAL
EDUCATION
ENGINEERING
ENGINEERING-RELATED TECHNOLOGIES
ENGLISH LANGUAGE AND LITERATURE/LETTERS
FOREIGN LANGUAGES AND LITERATURES
GEOGRAPHY
GEOLOGY
HISTORY, GENERAL
HOME ECONOMICS
LIBRARY SCIENCE
MATHEMATICS
MULTI/INTERDISCIPLINARY STUDIES
MUSIC, GENERAL
NURSING (R.N. TRAINING)
PHILOSOPHY AND RELIGION
PHYSICAL SCIENCES
PHYSICS, GENERAL
POLITICAL SCIENCE, GENERAL
PROTECTIVE SERVICES
PSYCHOLOGY
READING TEACHER EDUCATION
SOCIOLOGY
SPECIAL EDUCATION, GENERAL
SPEECH-LANGUAGE PATHOLOGY AND AUDIOLOGY
TEACHER EDUCATION
VISUAL AND PERFORMING ARTS
TOTAL: 42

APPENDIX B

CUPA Public Faculty Salary-Trend Studies: 1990-91 and 1993-94

Institutions Participating in Both Studies:

Alabama A&M University (AL)
Angelo State University (TX)
Appalachian State University (NC)
Arkansas State University (AR)
Arkansas Technical University (AR)
Armstrong State College (GA)
Auburn University of Montgomery (AL)
Augusta College (GA)
Austin Peay State University (TN)
Ball State University (IN)
Black Hills State University (SD)
Bluefield State College (WV)
Boise State University (ID)
Bowie State University (MD)
Bridgewater State College (MA)
California State University Sacramento (CA)
California State University Stanislaus (CA)
Castleton State College (VT)
Central Michigan University (MI)
Central Missouri State University (MO)
Christopher Newport University (VA)
Clarion University of Pennsylvania (PA)
Cleveland State University (OH)
Clinch Valley College of the University of Virginia (VA)
College of Staten Island of the City University of New York (NY)
Columbus College (GA)
Dakota State University (SD)
Delta State University (MS)
Dickinson State University (ND)
East Central University (OK)
East Stroudsburg University (PA)
East Tennessee State University (TN)
East Texas State University (TX)
Eastern Connecticut State University (CT)
Eastern Illinois University (IL)
Eastern Kentucky University (KY)
Eastern Michigan University (MI)
Eastern Montana College (MT)
Eastern New Mexico University (NM)
Eastern Oregon State College (OR)
Eastern Washington University (WA)
Edinboro University of Pennsylvania (PA)
Emporia State University (KS)
Fitchburg State College (MA)
Fort Hays State University (KS)
Fort Lewis College (CO)
Framingham State College (MA)
Francis Marion University (SC)
Georgia College (GA)
Georgia Southern University (GA)
Georgia Southwestern College (GA)
Grambling State University (LA)
Grand Valley State University (MI)
Harris-Stowe State College (MO)
Henderson State University (AR)
Illinois State University (IL)
Indiana University of Pennsylvania (PA)
Jacksonville State University (AL)
James Madison University (VA)
Keene State College (NH)
Kennesaw State College (GA)
Kent State University (OH)
Kutztown University of Pennsylvania (PA)
Lake Superior State University (MI)
Lander College (SC)
Livingston University (AL)
Longwood College (VA)
Louisiana State University in Shreveport (LA)
Louisiana Tech University (LA)
Mankato State University (MN)
Marshall University (WV)
Mayville State University (NE)
McNeese State University (LA)
Mesa State College (CO)
Metropolitan State College of Denver (CO)
Middle Tennessee State University (TN)
Millersville University of Pennsylvania (PA)
Minot State University (ND)
Mississippi Valley State University (MS)
Missouri Southern State College (MO)
Missouri Western State College (MO)
Montana College of Mineral Science and Technology (MT)
Montclair State College (NJ)
Moorhead State University (MN)
Morehead State University (KY)
Morgan State University (MD)
Murray State University (KY)
New Mexico Highlands University (NM)
Nicholls State University (LA)
North Adams State College (MA)
North Carolina Agricultural and Technical State University (NC)

Participating Institutions (continued):

Northeast Louisiana University (LA)
Northeast Missouri State University (MO)
Northeastern Illinois University (IL)
Northern Arizona University (AZ)
Northern Illinois University (IL)
Northern Kentucky University (KY)
Northern State University (SD)
Northwest Missouri State University (MO)
Northwestern State University (LA)
Oakland University (MI)
Oklahoma Panhandle State University (OK)
Old dominion University (VA)
Oregon Institute of Technology (OR)
Peru State College (NE)
Pittsburg State University (KS)
Portland State University (OR)
Prairie View A&M University (TX)
Purdue University Calumet (IN)
Ramapo College of New Jersey (NJ)
Rhode Island College (RI)
Saginaw Valley State University (MI)
Salem State College (MA)
Salisbury State University (MD)
San Diego State University (CA)
Sangamon State University (IL)
Shawnee State University (OH)
Shippensburg University of Pennsylvania (PA)
Sonoma State University (CA)
Southeast Missouri State University (MO)
Southwastern Louisiana University (LA)
Southeastern Oklahoma State University (OK)
Southern Arkansas University (AR)
Southern college of Technology (GA)
Southern Connecticut State University (CT)
Southern Illinois University at Edwardsville (IL)
Southwest Missouri State University (MO)
Southwest Texas State University (TX)
St. Claud State University (MN)
State University of New York at Brockport (NY)
State University of New York College at Fredonia (NY)
State University of New York College at Geneseo (NY)
State University of New York College at Oneonta (NY)
State University of New York College at Oswego (NY)
State University of New York College at Plattsburgh (NY)
State University of New York College at Potsdam (NY)
Tarleton State University (TX)
Tennessee Technological University (TN)
Texas A&M University-Corpus Christi TX)
Texas Woman's University (TX)
Towson State University (MD)
Trenton State College (NJ)
University of Akron (OH)
University of Alabama in Huntsville (AL)
University of Alaska Southeast (AK)
University of Arkansas at Little Rock (AR)
University of Central Florida (FL)
University of Central Oklahoma (OK)
University of Colorado at Colorado Springs (CO)
University of Guam (GU)
University of Houston-Clear Lake (TX)
University of Maine at Farmington (ME)
University of Maine at Fort Kent (ME)
University of Maryland Baltimore County (MD)
University of Massachusetts Dartmouth (MA)
University of Massachusetts Lowell (MA)
University of Memphis (TN)
University of Missouri-St. Louis (MO)
University of Montevallo (AL)
University of Nebraska at Kearney (NE)
University of Nebraska at Omaha (NE)
University of North Carolina at Asheville (NC)
University of North Carolina at Charlotte (NC)
University of North Carolina at Greensboro (NC)
University of North Carolina at Wilmington (NC)
University of North Texas (TX)
University of Pittsburgh at Bradford (PA)
University of Puerto Rico-Cayey (PR)
University of Puerto Rico-Humacao University College (PR)
University of Science and Arts of Oklahoma (OK)
University of South Alabama (AL)
University of South Carolina at Spartanburg (SC)
University of Southern Carolina-Aiken (SC)
University of South Florida (The) (FL)
University of Southern Colorado (CO)
University of Southern Indiana (IN)
University of Southern Maine (ME)
University of Southern Mississippi (MS)
University of Southwestern Louisiana (LA)
University of Tennessee at Chattanooga (TN)
University of Texas at Dallas (The) (TX)
University of Texas at El Paso (The) (TX)
University of Texas at San Antonio (TX)
University of Texas at Tyler (The) (TX)

Participating Institutions (continued):

University of the Virgin Islands (VI)
University of West Florida (FL)
University of Wisconsin-Eau Claire (WI)
University of Wisconsin-Green Bay (WI)
University of Wisconsin-LaCrosse (WI)
University of Wisconsin-Oshkosh (WI)
University of Wisconsin-Parkside (WI)
University of Wisconsin-Platteville (WI)
Univesrity of Wisconsin-Stevens Point (WI)
University of Wisconsin-Superior (WI)
University of Wisconsin-Whitewater (WI)
Valley City State University (ND)
Washburn University (KS)
Wayne State College (NE)
Weber State University (UT)
West Chester University of Pennsylvania (PA)
West Georgia College (GA)
Western Carolina University (NC)
Western Illinois University (IL)
Western Kentucky University (KY)
Western Michigan University (MI)
Western Montana College (MT)
Western Oregon State College (OR)
Western Washington University (WA)
Wichita State University (The) (KS)
William Paterson College of New Jersey (NJ)
Winston-Salem State University (NC)
Wright State University (OH)
Youngstown State University (OH)

Total Institutions = 221

APPENDIX C

CUPA Private Faculty Salary-Trend Studies: 1990-91 and 1993-94

Institutions Participating in Both Studies:

Abilene Christian University (TX)
Adrian College (MI)
Agnes Scott College (GA)
Albertus Magnus College (CT)
Alfred University (NY)
Allenton College of St. Francis de Sales (PA)
Alma College (MI)
Alvernia College (PA)
Alverno College (WI)
American University (The) (DC)
Amherst College (MA)
Anderson University (IN)
Anna Maria College (MA)
Aquinas College (MI)
Arkansas College (AR)
Ashland University (OH)
Aurora University (IL)
Avila College (MO)
Azusa Pacific University (CA)
Babson College (MA)
Baker College of Flint (MI)
Baldwin-Wallace College (OH)
Barry University (FL)
Beaver College (PA)
Bellarmine College (KY)
Belmont University (TN)
Benedict College (SC)
Benedictine College (KS)
Bentley College (MA)
Bethany College (KS)
Bethany College (WV)
Bethel College (IN)
Bethel College (MN)
Birmingham-Southern College (AL)
Blackburn University (IL)
Bloomfield College (NJ)
Bradley University (OH)
Bridgewater College (VA)
Bryn Mawr College (PA)
Cabrini College (PA)
Caldwell College (NJ)
Calvin College (MI)
Capitol College (MD)
Catawba College (NC)
Catholic University of America (DC)
Centenary College of Louisiana (LA)
Central Baptist College (AR)
Central College (IA)
Charleston Southern University (SC)
Christian Brothers University (TN)
Clarke College (IA)
Clarkson University (NY)
Clear Creek Baptist Bible College (KY)
Coker College (SC)
College of Great Falls (MT)
College of Mount Saint Vincent (NY)
College of Notre Dame (CA)
College of Notre Dame of Maryland (MD)
College of Saint Benedict (MN)
College of Saint Elizabeth (NJ)
College of Saint Rose (NY)
College of St. Catherine (MN)
College of St. Scholastica (MN)
College of the Southwest (NM)
Columbia College (MO
Columbia College (SC)
Concordia College (MN)
Concordia College (NE)
Concordia University Wisconsin (WI)
Cornell College (IA)
Creighton University (NE)
D'Youville College (NY)
Dakota Wesleyan University (SD)
Davidson College (NC)
Davis & Elkins College (WV)
Defiance College (The) (OH)
DePaul University (IL)
Dickinson College (PA)
Doane College (NE)
Dominican College (NY)
Dordt College (IA)
Drake University (IA)
Drew University (NJ)
Drexel University (PA)
Drury College (MO)
Duquesne University (PA)
Eckerd College (FL)
Edgewood College (WI)
Elizabethtown College (PA)
Elmira College (NY)
Emory & Henry College (VA)
Fairfield University (CT)
Ferrum College (VA)
Franciscan University of Steubenville (OH)
Franklin and Marshall College (PA)
Freed-Hardeman University (TN)
Friends University (KS)
Furman University (SC)

Participating Institutions (continued):

Garner-Webb University (NC)
George Washington University (DC)
Georgetown University (DC)
Gonzaga University (WA)
Gordon College (MA)
Goshen College (IN)
Great Lakes Christian College (MI)
Grinnell College (IA)
Guilford College (NC)
Hampton University (VA)
Hartwick College (NY)
Hastings College (NE)
Hebrew College (MA)
Heidelberg College (OH)
Hilbert College (NY)
Hobart and William Smith Colleges (NY)
Holy Family College (PA)
Holy Names College (CA)
Hope College (MI)
Houghton College (NY)
Immaculata College (PA)
Iona College (NY)
Jamestown College (ND)
John Carroll University (OH)
Johnson C. Smith University (NC)
Judson College (AL)
Kalamazoo College (MI)
Kenyon College (OH)
King's College (PA)
La Roche College (PA)
LaGrange College (GA)
Lakeland College (WI)
Lancaster Bible College (PA)
Le Moyne College (NY)
Lebanon Valley College of Pennsylvania (PA)
Lees McRae College (NC)
LeTourneau University (TX)
Limestone College (SC)
Lindsey Wilson College (KY)
Linfield College (OR)
Loras College (IA)
Loyola College in Maryland (MD)
Loyola Marymount University (CA)
Lubbock Christian University (TX)
Lycoming College (PA)
Lynchburg College (VA)
Madonna University (MI)
Malone College (OH)
Manhattan College (NY)
Marist College (NY)
Mars Hill College (NC)
Mary Baldwin College (VA)
Marymount College Tarrytown (NY)
Maryville University of St. Louis (MO)
Marywood College (PA)
Massachusetts Institute of Technology (MA)
Medaille College (NY)
Memphis Theological Seminary (TN)
Mercer University (GA)
Mercy College (NY)
Midland Lutheran College (NE)
Midway College (KY)
Millikin University (IL)
Monmouth College (NJ)
Montreat-Anderson College (NC)
Moravian College (PA)
Mount Union College (OH)
Muhlenberg College (PA)
Muskingum College (OH)
Neumann College (PA)
Niagara University (NY)
North Central College (IL)
Northeastern University (MA)
Northland College (WI)
Northwest College (WA)
Northwestern College (IA)
Norwich Univesrity (VT)
Notre Dame College of Ohio (OH)
Nusson College (ME)
Oakwood College (AL)
Occidental College (CA)
Ohio Northern University (OH)
Ohio Wesleyan University (OH)
Oklahoma Baptist University (OK)
Olivet Nazarene University (IL)
Our Lady of Holy Cross College (LA)
Our Lady of the Lake University (TX)
Pace University (NY)
Pacific Lutheran University (WA)
Palm Beach Atlantic College (FL)
Pepperdine University (CA)
Pfeiffer College (NC)
Pikeville College (KY)
Pine Manor College (MA)
Point Park College (PA)
Presbyterian College (SC)
Quincy College (IL)
Quinnipiac College (CT)
Randolph-Macon College (VA)
Randolph-Macon Woman's College (VA)
Reed College (OR)
Reformed Bible College (MI)
Rensselaer Polytechnic Institute (NY)
Rider College (NJ)
Ripon College (WI)
Rivier College (NH)
Robert Morris College (PA)
Rockhurst College (MO)

Participating Institutions (continued):

Rocky Mountain College (MT)
Rollins College (FL)
Roosevelt University (IL)
Rosary College (IL)
Rose-Hulman Institute of Technology (IN)
Russell Sage College (NY)
Sacred Heart University (CT)
Saint Francis College (PA)
Saint Joseph's University (PA)
Saint Martin's College (WA)
Saint Mary College (KS)
Saint Mary's College (IN)
Saint Mary's College of California (CA)
Saint Meinrad College (IN)
Saint Vincent College (PA)
Salem College (NC)
Santa Clara University (CA)
Schreiner College (TX)
Scripps College (CA)
Seattle Pacific University (WA)
Seattle University (WA)
Seton Hill College (PA)
Shorter College (GA)
Siena Heights College (MI)
Simpson College (IA)
Simpson College (CA)
Sioux Falls College (SD)
Skidmore College (NY)
Southwestern Assemblies of God College (TX)
Spalding University (KY)
Spring Hill College (AL)
St. Ambrose University (IA)
St. Bonaventure University (NY)
St. Edward's University (TX)
St. Francis College (NY)
St. John Fisher College (NY)
St. John's University (MN)
St. Norbert College (WI)
St. Thomas University (FL)
Stanford University (CA)
Stillman College (AL)
Susquehanna University (PA)
Syracuse University (NY)
Tabor College (KS)
Teikyo Westmar University (IA)
Texas Christian University (TX)
Thomas More College (KY)
Tiffin University (OH)
Transylvania University (KY)
Tri-State University (IN)
Tusculum College (TN)
Tuskegee University (AL)
Union Institute (The) (OH)
Union University (TN)
University of Bridgeport (CT)
University of Central Texas (TX)
University of Charleston (The) (WV)
University of Dallas (TX)
University of Dayton (OH)
University of Denver (CO)
University of Dubuque (IA)
University of Evansville (IN)
University of La Verne (CA)
University of Miami (FL)
University of New Haven (CT)
University of Portland (OR)
University of Richmond (VA)
University of San Diego (CA)
University of San Francisco (CA)
University of St. Thomas (TX)
University of St. Thomas (MN)
University of the Ozarks (AR)
University of The South (The) (TN)
University of Tulsa (OK)
Upper Iowa University (IA)
Villanova University (PA)
Viterbo College (WI)
Walsh College (OH)
Warner Southern College (FL)
Wartburg College (IA)
Washington and Jefferson College (PA)
Washington and Lee University (VA)
Washington College (MD)
Webber College (FL)
Wesley College (DE)
Wesleyan College (GA)
Western Baptist College (OR)
Western Maryland College (MD)
Westminster College (PA)
Westminster College of Salt Lake City (UT)
Wheaton College (MA)
Wheeling Jesuit College, Inc. (WV)
Whittier College (CA)
Widener University (PA)
William Jewell College (MO)
Wilmington College (OH)
Wilmington College (DE)
Wingate College (NC)
Wisconsin Lutheran College (WI)
Woodbury University (CA)
York College of Pennsylvania (PA)

Total Institutions: 306

SALARY-TREND STUDY OF FACULTY IN PHYSICS

FOR THE YEARS

1990-91 and 1993-94

By
Richard D. Howe
and
Karl Mamola

Since 1982-83 the College and University Personnel Association (CUPA) in Washington, D.C., in cooperation with Appalachian State University in Boone, North Carolina, has conducted annual national faculty salary studies by discipline and rank each year through 1993-94. Each year two separate studies are conducted, one for public senior colleges and universities, and the other for private senior colleges and universities.

Salary data for each study were collected and tabulated for full-time teaching faculty in 42 selected academic disciplines including physics. The disciplines were chosen from among those defined by A Classification of Instructional Programs (CIP), 1990. The definition of the discipline/major field of physics in the CIP is as follows:

> An instructional program that generally describes the scientific study of matter and energy, and the formulation and testing of the laws governing the behavior of the matter-energy continuum. Includes instruction in classical and modern physics, electricity and magnetism, thermodynamics, mechanics, wave properties, nuclear processes, relativity and quantum theory, quantitative methods, and laboratory methods.*
>
> [*A Classification of Instructional Programs (Washington, D.C.: National Center for Education Statistics, [1990], p. 133--40.0801).]

This article presents a summary of the overall average salary increases in the discipline/major field of physics from the "baseline year" of 1990-91 to and including the "trend year" of 1993-94 for both public and private institutions. Of the 282 institutions which participated in CUPA's PUBLIC study of

1990-91, 221 also participated in 1993-94. Data from those same 221 institutions were used in both the baseline year and the trend year. Of the 494 institutions which participated in CUPA's PRIVATE study of 1990-91, 306 also participated in 1993-94. Data from those same 306 institutions were used in both the baseline year and the trend year.

This article lists the average salaries of physics for both public and private participating institutions by rank, including NEW ASST PROF (new assistant professor), the FAC MIX PCT (faculty mix percentage) and the SALARY FACTOR. In addition, comparisons are made with the CPI (Consumer Price Index) of changes in cost-of-living between the two studies for each of the two study years (1990-90 and 1993-94).

The CPI uses a base period of 1982-84 and is based on prices of food, clothing, shelter and fuels, transportation, medical care, entertainment, and other goods and services that people buy for day-to-day living. In examining trends in faculty salary, it is important to consider any changes in the purchasing power of salaries due to inflation. Thus by comparing changes in the faculty salaries with the CPI, a more precise representation of "real" salary increases is yielded.

The salary is based on a nine- or ten-month academic year salary of full-time faculty only. It does not include any faculty members teaching less than 51 percent. Salary for summer academic work, fringe benefits, and perquisites are not included in the salary data. The average salary is based on the study information with the assumption that all employees are full-time. The average salary displayed is an average of all faculty salaries reported for a given rank and discipline.

The "NUM" means the number of faculty members whose salaries were included to compute the average salary.

The "N/IN" means the number of institutions that reported salary data for a

given academic rank and discipline/major field.

The FAC MIX PCT is the percentage of faculty in a given discipline/major field who hold a given academic rank. For example, a FAC MIX PCT factor of 27.2 for associate professor of physics in the 1990-91 public study means that 27.2 percent of the faculty in that discipline/major field hold the rank of associate professor.

The SALARY FACTOR for a given rank of a given discipline/major field is the ratio of the average salary to the total average salary of all institutions in each of the four studies: PUBLIC 1990-91, PUBLIC 1993-94, PRIVATE 1990-91 and PRIVATE 1993-94. For example, a SALARY FACTOR of 1.03 for professors in the discipline/major field of physics in the 1990-91 public study means that their average salary is three percent higher than the average salary of all professors in all institutions in that study.

NEW ASST PROF is the grouping of assistant professors who were hired for the first time in the fall of the study year (1990-91 or 1993-94). All information for this group was included in the ASST PROF group for reporting purposes. This group is used mainly for new hiring information.

ALL MAJOR FIELDS is the entire data base for all 42 disciplines/major fields in each of the four studies. It is used to compare, among other things, the discipline/major field of physics with the entire data base for each study.

Of particular importance to the reader is noting the size of the sample on which each percentage or dollar value is based. The smaller the number in the group, the greater the effect of extreme scores on a descriptive statistic such as the average. It should be noted also that any large disparity in the sample sizes between the "baseline year" of 1990-91 and the "trend year" of 1993-94 will lessen the reliability and validity of any conclusions that one might make based on a simple comparison of averages.

	PROF			ASSO PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN
PUBLIC, 1990-91:							DISCIPLINE: PHYSICAL SCIENCES MAJOR FIELD: PHYSICS, GENERAL											
AVERAGE SALARY:	50797	592	161	40400	326	130	33919	229	114	32654	51	39	27644	50	23	43770	1197	178
FAC MIX PCT:	49.5%			27.2%			19.1%			4.3%			4.2%			100.0%		
SALARY FACTOR:	1.03			1.00			1.01			1.01			1.06			1.09%		
							ALL MAJOR FIELDS											
AVERAGE SALARY:	49382	20535		40201	17323		33479	17898		32406	2968		25977	5278		40089	61034	221
FAC MIX PCT:	33.6%			28.4%			29.3%			4.9%			8.6%			100.0%		
PUBLIC, 1993-94:							DISCIPLINE: PHYSICAL SCIENCES MAJOR FIELD: PHYSICS, GENERAL											
AVERAGE SALARY:	55007	562	156	44185	311	127	36315	255	119	33194	38	35	25976	26	22	47306	1154	180
FAC MIX PCT:	48.7%			26.9%			22.1%			3.3%			2.3%			100.0%		
SALARY FACTOR:	1.02			1.02			1.00			0.95			0.95			1.08		
							ALL MAJOR FIELDS											
AVERAGE SALARY:	53700	20965		43457	17404		36275	17890		34850	2587		27419	4384		43720	60643	221
FAC MIX PCT:	34.6%			28.7%			29.5%			4.3%			7.2%			100.0%		

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	PROF			ASSO PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN
PRIVATE, 1990-91:							DISCIPLINE: PHYSICAL SCIENCES MAJOR FIELD: PHYSICS, GENERAL											
AVERAGE SALARY:	56584	388	126	40642	204	105	37486	200	102	34437	39	29	31831	12	9	47419	804	185
FAC MIX PCT:	48.3%			25.4%			24.9%			4.9%			1.5%			100.0%		
SALARY FACTOR:	1.11			1.04			1.15			1.11			1.21			1.18		
							ALL MAJOR FIELDS											
AVERAGE SALARY:	51194	10278		39238	9563		32704	9984		30965	1513		26246	1868		40291	31693	306
FAC MIX PCT:	32.4%			30.2%			31.5%			4.8%			5.9%			100.0%		
PRIVATE, 1993-94:							DISCIPLINE: PHYSICAL SCIENCES MAJOR FIELD: PHYSICS, GENERAL											
AVERAGE SALARY:	63092	417	134	45210	225	119	37950	174	103	32017	18	16	29202	11	11	52486	827	198
FAC MIX PCT:	50.4%			27.2%			21.0%			2.2%			1.3%			100.0%		
SALARY FACTOR:	1.09			1.03			1.05			0.95			1.02			1.16		
							ALL MAJOR FIELDS											
AVERAGE SALARY:	57805	10854		43900	9968		36283	10119		33719	1372		28694	1637		45403	32578	306
FAC MIX PCT:	33.3%			30.6%			31.1%			4.2%			5.0%			100.0%		

RESULTS OF THE TWO PUBLIC STUDIES, 1990-91 and 1993-94

In the PUBLIC 1990-91 salary study in the above table, the reader may note that the discipline/major field of physics was reported in 178 of the 221 public institutions. The average salary of the 1,197 faculty was $43,770. This average salary was approximately 9.2 percent higher than the average salary of $40,089 for all 61,034 faculty in ALL MAJOR FIELDS in the 1990-91 public study.

In the PUBLIC 1993-94 salary study in the above table, the discipline/major field of physics was reported in 180 of the same 221 public institutions. The average salary of the 1,154 faculty was $47,306. This average salary was approximately 8.2 percent higher than the average salary of $43,720 for all 60,643 faculty in ALL MAJOR FIELDS in the 1993-94 public study.

The increase in average salaries for all faculty in the discipline/major field of physics after three years in the public institutions studied was 8.1 percent ($47,306 minus $43,770 equals $3,536). The CPI of increased cost-of-living between October 1990 and October 1993 was 9.1 percent. A more realistic increase, therefore, in the average faculty salaries over the three-year period, is 1.0 percent or .3 percent each year below the cost-of-living.

The increase in average salaries for all faculty in ALL MAJOR FIELDS after three years in the public institutions studied was 9.1 percent ($43,720 minus $40,089 equals $3,631). In comparison to the discipline/major field of physics (8.1), therefore, the faculty in ALL MAJOR FIELDS received a relative increase in their salaries of 1.0 percent (9.1% minus 8.1% equals 1.0%) more than faculty in the discipline/major field of physics.

The reader may note that the faculty mix percentage in physics is higher at the professor rank than at the assistant professor rank in the 1990-91 study: 49.5 percent vs. 19.1 percent, and in the 1993-94 study, 48.7 percent vs. 22.1 percent, respectively. The differences in faculty mix percentage at the ranks of professor and assistant professor in ALL MAJOR FIELDS for both public

studies are as follows: 33.6 percent vs. 29.3 percent (1990-91) and 34.6 percent vs. 29.5 percent (1993-94), respectively.

Finally, the hiring rate of new assistant professors in physics in the public studies was lower than the hiring rate of ALL MAJOR FIELDS in 1990-91, 4.3 percent (51/1,197) vs. 4.9 percent (2,968/61,034), respectively; and also lower in 1993-94, 3.3 percent (38/1,154) vs. 4.3 percent (2,587/60,642), respectively.

RESULTS OF THE TWO PRIVATE STUDIES, 1990-91 and 1993-94

In the PRIVATE 1990-91 salary study in the above table, the reader may note that the discipline/major field of physics was reported in 185 of the 306 private institutions. The average salary of the 804 faculty was $47,419. This average salary was 18.0 percent higher than the average salary of $40,291 for all 31,693 faculty in ALL MAJOR FIELDS in the 1990-91 private study.

In the PRIVATE 1993-94 salary study in the above table, the discipline/major field of physics was reported in 198 of the same 306 private institutions. The average salary of the 827 faculty was $52,486. This average salary was 15.6 percent higher than the average salary of $45,403 for all 32,578 faculty in ALL MAJOR FIELDS in the 1993-94 private study.

The increase in average salaries for all faculty in physics after three years in the private institutions studied was 10.7 percent ($52,486 minus $47,419 equals $5,067). The CPI of increased cost-of-living between October 1990 and October 1993 was 9.1 percent. A more realistic increase, therefore,in the average salaries for physics faculty over the three-year time period, is 1.6 percent or 0.5 percent each year above the cost-of-living.

The increase in average salaries for all faculty in ALL MAJOR FIELDS after three years in the private institutions studied was 12.7 percent ($45,403 minus $40,291 equals $5,112). In comparison to the discipline/major field of physics

(10.7%), therefore, the faculty in ALL MAJOR FIELDS increased their salaries by 2.0 percent (12.7% minus 10.7% equals 2.0%) more than faculty in physics.

In the discipline/major field of physics, the reader may note that the faculty mix percentage is higher at the professor rank in comparison to the assistant professor rank in both studies: 48.3 percent vs. 24.9 percent (1990-91), respectively; and 50.4 percent vs. 21.0 percent, (1993-94), respectively. The differences in the ranks of professor and assistant professor in ALL MAJOR FIELDS for both private studies are as follows: 32.4 percent vs. 31.5 percent (1990-91), and 33.3 percent vs. 31.1 percent (1993-94), respectively.

Finally, the reader may note that the hiring rate of new assistant professors in physics was higher than the hiring rate in ALL MAJOR FIELDS in the 1990-91 private study: 4.9 percent (39/804) vs. 4.8 percent (1,513/31,693), respectively, but lower in the 1993-94 private study: 2.2 percent (18/827) vs. 4.2 percent (1,372/32,578), respectively.

CONCLUDING REMARKS

This article presented salary-trend information on the academic discipline/-major field of physics and compared that information with ALL MAJOR FIELDS and with the CPI over a period of three years from the "baseline year" of 1990-91 through the "trend year" of 1993-94. Two studies, one for public institutions, and the other for private institutions were conducted for the baseline year and for the trend year--a total of four studies. A total of 3,982 (2.1%) faculty in the discipline/major field of physics participated and were included in the 42 disciplines/major fields in each of the four studies and in the overall total of 185,948 participating faculty. The same 221 public institutions and the same 306 private institutions in the United States participated in the baseline year and in the trend year.

Although many interpolations and extrapolations of the data may be made, a few of the more important ones are as follows. First, the average faculty salary in the discipline/major field of physics in 1990-91 in the public and private studies were nine percent above and 18 percent above the average faculty salary factors for all ranks in ALL MAJOR FIELDS (1.00), respectively. The average faculty salary factors for all ranks in physics in 1993-94 in the public and private studies were eight percent above and 16 percent above the average salary factors for all ranks in ALL MAJOR FIELDS (1.00), respectively.

Second, the CPI of October 1993 increased 9.1 percent from the CPI of October 1990, and indicates that the faculty in physics in the public institutions received an average annual salary increase of .3 percent below the cost-of-living. In the private institutions the annual average salary increase was .5 percent above the cost-of-living.

Third, in the discipline/major field of physics the professor rank FAC MIX PCTs are higher than those in the assistant professor rank in both the 1990-91 and 1993-94 public studies, and the same is true both in the 1990-91 and 1993-93 private studies. These data show that physics in both the public and private studies is an established discipline/major field in academia.

Finally, the hiring rate of new assistant professors in physics in the 1990-91 and 1993-94 public studies and the 1993-94 private study was lower than in ALL MAJOR FIELDS; however, in the 1990-91 private study, it was higher.

Now that a rather significant data base of average faculty salaries in the individual academic discipline/major field of physics is being developed, it is anticipated that this current information will be a valuable reference tool for interested administrators and professors.

Richard D. Howe is the originator and director of the annual CUPA faculty salary studies. He is a professor of leadership and educational studies at Appalachian State University, Boone, North Carolina. Co-author Karl Mamola is professor and chairperson of the Department of Physics and Astronomy at Appalachian State University.

APPENDICES:

A - OVERALL LIST OF SELECTED DISCIPLINES, page 10

B - LIST OF PUBLIC Participating Institutions, page 11

C - LIST OF PRIVATE Participating Institutions, page 14

APPENDIX A

OVERALL LIST OF SELECTED DISCIPLINES

ACCOUNTING

ADMINISTRATIVE ASSISTANT/SECRETARIAL SCIENCE, GENERAL

ANTHROPOLOGY

AREA, ETHNIC, AND CULTURAL STUDIES

BIOLOGICAL SCIENCES/LIFE SCIENCES

BUSINESS ADMINISTRATION AND MANAGEMENT, GENERAL

BUSINESS MANAGEMENT AND ADMINISTRATIVE SERVICES

BUSINESS/MANAGERIAL ECONOMICS

BUSINESS MARKETING AMD MARKETING MANAGEMENT

CHEMISTRY, GENERAL

COMMUNICATIONS

COMMUNICATION TECHNOLOGIES

COMPUTER AND INFORMATION SCIENCES

COUNSELOR EDUCATION COUNSELING AND GUIDANCE SERVICES

DRAMA/THEATER ARTS, GENERAL

ECONOMICS, GENERAL

EDUCATION

ENGINEERING

ENGINEERING-RELATED TECHNOLOGIES

ENGLISH LANGUAGE AND LITERATURE/LETTERS

FOREIGN LANGUAGES AND LITERATURES

GEOGRAPHY

GEOLOGY

HISTORY, GENERAL

HOME ECONOMICS

LIBRARY SCIENCE

MATHEMATICS

MULTI/INTERDISCIPLINARY STUDIES

MUSIC, GENERAL

NURSING (R.N. TRAINING)

PHILOSOPHY AND RELIGION

PHYSICAL SCIENCES

PHYSICS, GENERAL

POLITICAL SCIENCE, GENERAL

PROTECTIVE SERVICES

PSYCHOLOGY

READING TEACHER EDUCATION

SOCIOLOGY

SPECIAL EDUCATION, GENERAL

SPEECH-LANGUAGE PATHOLOGY AND AUDIOLOGY

TEACHER EDUCATION

VISUAL AND PERFORMING ARTS

TOTAL: 42

APPENDIX B

CUPA Public Faculty Salary-Trend Studies: 1990-91 and 1993-94

Institutions Participating in Both Studies:

Alabama A&M University (AL)
Angelo State University (TX)
Appalachian State University (NC)
Arkansas State University (AR)
Arkansas Technical University (AR)
Armstrong State College (GA)
Auburn University of Montgomery (AL)
Augusta College (GA)
Austin Peay State University (TN)
Ball State University (IN)
Black Hills State University (SD)
Bluefield State College (WV)
Boise State University (ID)
Bowie State University (MD)
Bridgewater State College (MA)
California State University Sacramento (CA)
California State University Stanislaus (CA)
Castleton State College (VT)
Central Michigan University (MI)
Central Missouri State University (MO)
Christopher Newport University (VA)
Clarion University of Pennsylvania (PA)
Cleveland State University (OH)
Clinch Valley College of the University of Virginia (VA)
College of Staten Island of the City University of New York (NY)
Columbus College (GA)
Dakota State University (SD)
Delta State University (MS)
Dickinson State University (ND)
East Central University (OK)
East Stroudsburg University (PA)
East Tennessee State University (TN)
East Texas State University (TX)
Eastern Connecticut State University (CT)
Eastern Illinois University (IL)
Eastern Kentucky University (KY)
Eastern Michigan University (MI)
Eastern Montana College (MT)
Eastern New Mexico University (NM)
Eastern Oregon State College (OR)
Eastern Washington University (WA)
Edinboro University of Pennsylvania (PA)
Emporia State University (KS)
Fitchburg State College (MA)
Fort Hays State University (KS)
Fort Lewis College (CO)
Framingham State College (MA)
Francis Marion University (SC)
Georgia College (GA)
Georgia Southern University (GA)
Georgia Southwestern College (GA)
Grambling State University (LA)
Grand Valley State University (MI)
Harris-Stowe State College (MO)
Henderson State University (AR)
Illinois State University (IL)
Indiana University of Pennsylvania (PA)
Jacksonville State University (AL)
James Madison University (VA)
Keene State College (NH)
Kennesaw State College (GA)
Kent State University (OH)
Kutztown University of Pennsylvania (PA)
Lake Superior State University (MI)
Lander College (SC)
Livingston University (AL)
Longwood College (VA)
Louisiana State University in Shreveport (LA)
Louisiana Tech University (LA)
Mankato State University (MN)
Marshall University (WV)
Mayville State University (NE)
McNeese State University (LA)
Mesa State College (CO)
Metropolitan State College of Denver (CO)
Middle Tennessee State University (TN)
Millersville University of Pennsylvania (PA)
Minot State University (ND)
Mississippi Valley State University (MS)
Missouri Southern State College (MO)
Missouri Western State College (MO)
Montana College of Mineral Science and Technology (MT)
Montclair State College (NJ)
Moorhead State University (MN)
Morehead State University (KY)
Morgan State University (MD)
Murray State University (KY)
New Mexico Highlands University (NM)
Nicholls State University (LA)
North Adams State College (MA)
North Carolina Agricultural and Technical State University (NC)

Participating Institutions (continued):

Northeast Louisiana University (LA)
Northeast Missouri State University (MO)
Northeastern Illinois University (IL)
Northern Arizona University (AZ)
Northern Illinois University (IL)
Northern Kentucky University (KY)
Northern State University (SD)
Northwest Missouri State University (MO)
Northwestern State University (LA)
Oakland University (MI)
Oklahoma Panhandle State University (OK)
Old dominion University (VA)
Oregon Institute of Technology (OR)
Peru State College (NE)
Pittsburg State University (KS)
Portland State University (OR)
Prairie View A&M University (TX)
Purdue University Calumet (IN)
Ramapo College of New Jersey (NJ)
Rhode Island College (RI)
Saginaw Valley State University (MI)
Salem State College (MA)
Salisbury State University (MD)
San Diego State University (CA)
Sangamon State University (IL)
Shawnee State University (OH)
Shippensburg University of Pennsylvania (PA)
Sonoma State University (CA)
Southeast Missouri State University (MO)
Southwastern Louisiana University (LA)
Southeastern Oklahoma State University (OK)
Southern Arkansas University (AR)
Southern college of Technology (GA)
Southern Connecticut State University (CT)
Southern Illinois University at Edwardsville (IL)
Southwest Missouri State University (MO)
Southwest Texas State University (TX)
St. Claud State University (NM)
State University of New York at Brockport (NY)
State University of New York College at Fredonia (NY)
State University of New York College at Geneseo (NY)
State University of New York College at Oneonta (NY)
State University of New York College at Oswego (NY)
State University of New York College at Plattsburgh (NY)
State University of New York College at Potsdam (NY)
Tarleton State University (TX)
Tennessee Technological University (TN)
Texas A&M University-Corpus Christi TX)
Texas Woman's University (TX)
Towson State University (MD)
Trenton State College (NJ)
University of Akron (OH)
University of Alabama in Huntsville (AL)
University of Alaska Southeast (AK)
University of Arkansas at Little Rock (AR)
University of Central Florida (FL)
University of Central Oklahoma (OK)
University of Colorado at Colorado Springs (CO)
University of Guam (GU)
University of Houston-Clear Lake (TX)
University of Maine at Farmington (ME)
University of Maine at Fort Kent (ME)
University of Maryland Baltimore County (MD)
University of Massachusetts Dartmouth (MA)
University of Massachusetts Lowell (MA)
University of Memphis (TN)
University of Missouri-St. Louis (MO)
University of Montevallo (AL)
University of Nebraska at Kearney (NE)
University of Nebraska at Omaha (NE)
University of North Carolina at Asheville (NC)
University of North Carolina at Charlotte (NC)
University of North Carolina at Greensboro (NC)
University of North Carolina at Wilmington (NC)
University of North Texas (TX)
University of Pittsburgh at Bradford (PA)
University of Puerto Rico-Cayey (PR)
University of Puerto Rico-Humacao University College (PR)
University of Science and Arts of Oklahoma (OK)
University of South Alabama (AL)
University of South Carolina at Spartanburg (SC)
University of Southern Carolina-Aiken (SC)
University of South Florida (The) (FL)
University of Southern Colorado (CO)
University of Southern Indiana (IN)
University of Southern Maine (ME)
University of Southern Mississippi (MS)
University of Southwestern Louisiana (LA)
University of Tennessee at Chattanooga (TN)
University of Texas at Dallas (The) (TX)
University of Texas at El Paso (The) (TX)
University of Texas at San Antonio (TX)
University of Texas at Tyler (The) (TX)

Participating Institutions (continued):

University of the Virgin Islands (VI)
University of West Florida (FL)
University of Wisconsin-Eau Claire (WI)
University of Wisconsin-Green Bay (WI)
University of Wisconsin-LaCrosse (WI)
University of Wisconsin-Oshkosh (WI)
University of Wisconsin-Parkside (WI)
University of Wisconsin-Platteville (WI)
Univesrity of Wisconsin-Stevens Point (WI)
University of Wisconsin-Superior (WI)
University of Wisconsin-Whitewater (WI)
Valley City State University (ND)
Washburn University (KS)
Wayne State College (NE)
Weber State University (UT)
West Chester University of Pennsylvania (PA)
West Georgia College (GA)
Western Carolina University (NC)
Western Illinois University (IL)
Western Kentucky University (KY)
Western Michigan University (MI)
Western Montana College (MT)
Western Oregon State College (OR)
Western Washington University (WA)
Wichita State University (The) (KS)
William Paterson College of New Jersey (NJ)
Winston-Salem State University (NC)
Wright State University (OH)
Youngstown State University (OH)

Total Institutions = 221

APPENDIX C

CUPA Private Faculty Salary-Trend Studies: 1990-91 and 1993-94

Institutions Participating in Both Studies:

Abilene Christian University (TX)
Adrian College (MI)
Agnes Scott College (GA)
Albertus Magnus College (CT)
Alfred University (NY)
Allenton College of St. Francis de Sales (PA)
Alma College (MI)
Alvernia College (PA)
Alverno College (WI)
American University (The) (DC)
Amherst College (MA)
Anderson University (IN)
Anna Maria College (MA)
Aquinas College (MI)
Arkansas College (AR)
Ashland University (OH)
Aurora University (IL)
Avila College (MO)
Azusa Pacific University (CA)
Babson College (MA)
Baker College of Flint (MI)
Baldwin-Wallace College (OH)
Barry University (FL)
Beaver College (PA)
Bellarmine College (KY)
Belmont University (TN)
Benedict College (SC)
Benedictine College (KS)
Bentley College (MA)
Bethany College (KS)
Bethany College (WV)
Bethel College (IN)
Bethel College (MN)
Birmingham-Southern College (AL)
Blackburn University (IL)
Bloomfield College (NJ)
Bradley University (OH)
Bridgewater College (VA)
Bryn Mawr College (PA)
Cabrini College (PA)
Caldwell College (NJ)
Calvin College (MI)
Capitol College (MD)
Catawba College (NC)
Catholic University of America (DC)
Centenary College of Louisiana (LA)
Central Baptist College (AR)
Central College (IA)
Charleston Southern University (SC)
Christian Brothers University (TN)
Clarke College (IA)
Clarkson University (NY)
Clear Creek Baptist Bible College (KY)
Coker College (SC)
College of Great Falls (MT)
College of Mount Saint Vincent (NY)
College of Notre Dame (CA)
College of Notre Dame of Maryland (MD)
College of Saint Benedict (MN)
College of Saint Elizabeth (NJ)
College of Saint Rose (NY)
College of St. Catherine (MN)
College of St. Scholastica (MN)
College of the Southwest (NM)
Columbia College (MO
Columbia College (SC)
Concordia College (MN)
Concordia College (NE)
Concordia University Wisconsin (WI)
Cornell College (IA)
Creighton University (NE)
D'Youville College (NY)
Dakota Wesleyan University (SD)
Davidson College (NC)
Davis & Elkins College (WV)
Defiance College (The) (OH)
DePaul University (IL)
Dickinson College (PA)
Doane College (NE)
Dominican College (NY)
Dordt College (IA)
Drake University (IA)
Drew University (NJ)
Drexel University (PA)
Drury College (MO)
Duquesne University (PA)
Eckerd College (FL)
Edgewood College (WI)
Elizabethtown College (PA)
Elmira College (NY)
Emory & Henry College (VA)
Fairfield University (CT)
Ferrum College (VA)
Franciscan University of Steubenville (OH)
Franklin and Marshall College (PA)
Freed-Hardeman University (TN)
Friends University (KS)
Furman University (SC)

Gordon College (MA)
Goshen College (IN)
Great Lakes Bible College (MI)
Grinnell College (IA)
Guilford College (NC)
Hampton University (VA)
Hartwick College (NY)
Hastings College (NE)
Heidelberg College (OH)
Hilbert College (NY)
Hobart and William Smith College (NY)
Holy Family College (PA)
Holy Names College (CA)
Hope College (MI)
Houghton College (NY)
Immaculata College (PA)
Iona College (NY)
Jamestown College (ND)
John Carroll University (OH)
Johnson C. Smith University (NC)
Kalamazoo College (MI)
Kenyon College (OH)
King's College (PA)
La Roche College (PA)
LaGrange College (GA)
Lakeland College (WI)
Lancaster Bible College (PA)
Le Moyne College (NY)
Le Tourneau College (TX)
Lebanon Valley College (PA)
Lees-McRae College (NC)
Limestone College (SC)
Lindsey Wilson College (KY)
Linfield College (OR)
Loras College (IA)
Loyola College (MD)
Loyola Marymount University (CA)
Lubbock Christian University (TX)
Lycoming College (PA)
Lynchburg College (VA)
Malone College (OH)
Manhattan College (NY)
Marist College (NY)
Mars Hill College (NC)
Mary Baldwin College (VA)
Marymount College (NY)
Maryville University of St. Louis (MO)
Marywood College (PA)
Massachusetts Institute of Technology (MA)
Medaille College (NY)
Memphis Theological Seminary (TN)
Mercer University (GA)
Midland Lutheran College (NE)
Midway College (KY)
Millikin University (IL)
Monmouth College (NJ)
Montreat-Anderson College (NC)
Moravian College (PA)
Mount Union College (OH)
Muhlenberg College (PA)
Muskingum College (OH)
Neumann College (PA)
Niagara University (NY)
North Central College (IL)
Northeastern University (MA)
Northland College (WI)
Northwest College (WA)
Northwestern College (IA)
Norwich University (VT)
Notre Dame College (OH)
Oakwood College (AL)
Occidental College (CA)
Oglethorpe University (GA)
Ohio Northern University (OH)
Ohio Wesleyan College (OH)
Olivet Nazarene College (IL)
Our Lady of Holy Cross College (LA)
Our Lady of the Lake University (TX)
Pace University (NY)
Pacific Luthern University (WA)
Palm Beach Atlantic College (FL)
Pepperdine University (CA)
Pikeville College (KY)
Pine Manor College (MA)
Point Park College (PA)
Presbyterian College (SC)
Quincy College (IL)
Quinnipiac College (CT)
Randolph-Macon College (VA)
Randolph-Macon Woman's College (VA)
Reed College (OR)
Reformed Bible College (MI)
Rider College (NJ)
Ripon College (WI)
Rivier College (NH)
Robert Morris College (PA)
Rockhurst College (MO)
Rocky Mountain College (MT)
Rollins College (FL)
Roosevelt University (IL)
Rosary College (IL)
Rose-Hulman Institute of Technology (IN)
Russell Sage College (NY)
Sacred Heart University (CT)
St. Ambrose University (IA)
St. Bonaventure University (NY)
St. Edward's University (TX)
St. Francis College (NY)
Saint Francis College (PA)
St. John Fisher College (NY)
Saint Joseph's University (PA)
Saint Martin's College (WA)
Saint Mary College (KS)
Saint Mary's College (IN)
Saint Mary's College of California (CA)
St. Mary's University of San Antonio (TX)

Participating Institutions (continued):

Rocky Mountain College (MT)
Rollins College (FL)
Roosevelt University (IL)
Rosary College (IL)
Rose-Hulman Institute of Technology (IN)
Russell Sage College (NY)
Sacred Heart University (CT)
Saint Francis College (PA)
Saint Joseph's University (PA)
Saint Martin's College (WA)
Saint Mary College (KS)
Saint Mary's College (IN)
Saint Mary's College of California (CA)
Saint Meinrad College (IN)
Saint Vincent College (PA)
Salem College (NC)
Santa Clara University (CA)
Schreiner College (TX)
Scripps College (CA)
Seattle Pacific University (WA)
Seattle University (WA)
Seton Hill College (PA)
Shorter College (GA)
Siena Heights College (MI)
Simpson College (IA)
Simpson College (CA)
Sioux Falls College (SD)
Skidmore College (NY)
Southwestern Assemblies of God College (TX)
Spalding University (KY)
Spring Hill College (AL)
St. Ambrose University (IA)
St. Bonaventure University (NY)
St. Edward's University (TX)
St. Francis College (NY)
St. John Fisher College (NY)
St. John's University (MN)
St. Norbert College (WI)
St. Thomas University (FL)
Stanford University (CA)
Stillman College (AL)
Susquehanna University (PA)
Syracuse University (NY)
Tabor College (KS)
Teikyo Westmar University (IA)
Texas Christian University (TX)
Thomas More College (KY)
Tiffin University (OH)
Transylvania University (KY)
Tri-State University (IN)
Tusculum College (TN)

Tuskegee University (AL)
Union Institute (The) (OH)
Union University (TN)
University of Bridgeport (CT)
University of Central Texas (TX)
University of Charleston (The) (WV)
University of Dallas (TX)
University of Dayton (OH)
University of Denver (CO)
University of Dubuque (IA)
University of Evansville (IN)
University of La Verne (CA)
University of Miami (FL)
University of New Haven (CT)
University of Portland (OR)
University of Richmond (VA)
University of San Diego (CA)
University of San Francisco (CA)
University of St. Thomas (TX)
University of St. Thomas (MN)
University of the Ozarks (AR)
University of The South (The) (TN)
University of Tulsa (OK)
Upper Iowa University (IA)
Villanova University (PA)
Viterbo College (WI)
Walsh College (OH)
Warner Southern College (FL)
Wartburg College (IA)
Washington and Jefferson College (PA)
Washington and Lee University (VA)
Washington College (MD)
Webber College (FL)
Wesley College (DE)
Wesleyan College (GA)
Western Baptist College (OR)
Western Maryland College (MD)
Westminster College (PA)
Westminster College of Salt Lake City (UT)
Wheaton College (MA)
Wheeling Jesuit College, Inc. (WV)
Whittier College (CA)
Widener University (PA)
William Jewell College (MO)
Wilmington College (OH)
Wilmington College (DE)
Wingate College (NC)
Wisconsin Lutheran College (WI)
Woodbury University (CA)
York College of Pennsylvania (PA)

Total Institutions: 306

SALARY-TREND STUDY OF FACULTY IN POLITICAL SCIENCE AND GOVERNMENT FOR THE YEARS

1990-91 AND 1993-94

By
Richard D. Howe
and
Zaphon Wilson

Since 1982-83 the College and University Personnel Association (CUPA) in Washington, D.C., in cooperation with Appalachian State University in Boone, North Carolina, has conducted annual national faculty salary studies by discipline and rank each year through 1992-93. Each year two separate studies are conducted, one for public senior colleges and universities, and the other for private senior colleges and universities.

Salary data for each study were collected and tabulated for full-time teaching faculty in 42 selected academic disciplines including political science and government. The disciplines were chosen from among those defined by _A Classification of Instructional Programs_ (_CIP_), 1990. The definition of the discipline/-major field of political science and government in the _CIP_ is as follows:

> An instructional program that describes the systematic study of political institutions and behavior. Includes instruction in political philosophy, political theory, comparative government and politics, political parties and interest groups, public opinion, political research methods, studies of the government and politics of specific countries, and studies of specific political institutions and processes.*
>
> [*_A Classification of Instructional Programs_ (Washington, D.C.: National Center for Education Statistics, [1990], p. 147--45.1001).]

This article presents a summary of the overall average salary increases in the discipline/major field of political science and government from the "baseline year" of 1990-91 to and including the "trend year" of 1992-93 for both public and private institutions. Of the 282 institutions which participated in pated in CUPA's PUBLIC study of 1990-91, 221 also participated in 1993-94. Data from those same 221 institutions were used in both the baseline year and the trend year. Of the 494 institutions which participated in CUPA's PRIVATE study of 1990-91, 306 also participated in 1993-94. Data from those same 306 institutions were used in both the baseline year and the trend year.

This article lists the average salaries of political science and government for both public and private participating institutions by rank, including NEW ASST PROF (new assistant professor), the FAC MIX PCT (faculty mix percentage) and the SALARY FACTOR. In addition, comparisons are made with the CPI (Consumer Price Index) of changes in cost-of-living between the two studies for each of the two study years (1990-91 and 1993-94).

The CPI uses a base period of 1982-84 and is based on prices of food, clothing, shelter and fuels, transportation, medical care, entertainment, and other goods and services that people buy for day-to-day living. In examining trends in faculty salary, it is important to consider any changes in the purchasing power of salaries due to inflation. Thus by comparing changes in the faculty salaries with the CPI, a more precise representation of "real" salary increases is yielded.

The salary is based on a nine- or ten-month academic year salary of full-time faculty only. It does not include any faculty members teaching less than 51 percent. Salary for summer academic work, fringe benefits, and perquisites are not included in the salary data. The average salary is based on the study information with the assumption that all employees are full-time. The average salary displayed is an average of all faculty salaries reported for a given rank and discipline.

The "NUM" means the number of faculty members whose salaries were included to compute the average salary.

The "N/IN" means the number of institutions that reported salary data for a

given academic rank and discipline/major field.

The FAC MIX PCT is the percentage of faculty in a given discipline/major field who hold a given academic rank. For example, a FAC MIX PCT factor of 27.6 for associate professor of political science and government in the 1990-91 public study means that 27.6 percent of the faculty in that discipline/major field hold the rank of associate professor.

The SALARY FACTOR for a given rank of a given discipline/major field is the ratio of the average salary to the total average salary of all institutions in each of the four studies: PUBLIC 1990-91, PUBLIC 1993-94, PRIVATE 1990-91 and PRIVATE 1993-94. For example, a SALARY FACTOR of .97 for associate professors in the discipline/major field of political science and government in the 1990-91 public study means that their average salary is 3 percent lower than the average salary of all associate professors in all institutions in that study.

NEW ASST PROF is the grouping of assistant professors who were hired for the first time in the fall of the study year (1990-91 or 1993-94). All information for this group was included in the ASST PROF group for reporting purposes. This group is used mainly for new hiring information.

ALL MAJOR FIELDS is the entire data base for all 42 disciplines/major fields in each of the four studies. It is used to compare, among other things, the discipline/major field of political science and government with the entire data base for each study.

Of particular importance to the reader is noting the size of the sample on which each percentage or dollar value is based. The smaller the number in the group, the greater the effect of extreme scores on a descriptive statistic such as the average. It should be noted also that any large disparity in the sample sizes between the "baseline year" of 1990-91 and the "trend year" of 1993-94 will lessen the reliability and validity of any conclusions that one might make based on a simple comparison of averages.

	PROF			ASSO PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN
PUBLIC, 1990-91:	DISCIPLINE: POLITICAL SCIENCE, GENERAL MAJOR FIELD: POLITICAL SCIENCE, GENERAL																	
AVERAGE SALARY:	49309	576	160	38893	372	149	30921	352	139	29463	86	61	26666	49	32	40816	1349	179
FAC MIX PCT:	42.7%			27.6%			26.1%			6.4%			3.6%			100.0%		
SALARY FACTOR:	1.00			0.97			0.92			0.91			1.03			1.02%		
	ALL MAJOR FIELDS																	
AVERAGE SALARY:	49382	20535		40201	17323		33479	17898		32406	2968		25977	5278		40089	61034	221
FAC MIX PCT:	33.6%			28.4%			29.3%			4.9%			8.6%			100.0%		
PUBLIC, 1993-94:	DISCIPLINE: POLITICAL SCIENCE, GENERAL MAJOR FIELD: POLITICAL SCIENCE, GENERAL																	
AVERAGE SALARY:	53646	563	156	41078	351	147	33945	369	141	33157	67	49	27124	43	27	43977	1326	180
FAC MIX PCT:	42.5%			26.5%			27.8%			5.1%			3.2%			100.0%		
SALARY FACTOR:	1.00			0.95			0.94			0.95			0.99			1.01		
	ALL MAJOR FIELDS																	
AVERAGE SALARY:	53700	20965		43457	17404		36275	17890		34850	2587		27419	4384		43720	60643	221
FAC MIX PCT:	34.6%			28.7%			29.5%			4.3%			7.2%			100.0%		
PRIVATE, 1990-91:	DISCIPLINE: POLITICAL SCIENCE, GENERAL MAJOR FIELD: POLITICAL SCIENCE, GENERAL																	
AVERAGE SALARY:	51017	342	143	38156	237	126	31331	232	108	29491	40	30	26299	29	26	41098	840	208
FAC MIX PCT:	40.7%			28.2%			27.6%			4.8%			3.5%			100.0%		
SALARY FACTOR:	1.00			0.97			0.96			0.95			1.00			1.02		
	ALL MAJOR FIELDS																	
AVERAGE SALARY:	51194	10278		39238	9563		32704	9984		30965	1513		26246	1868		40291	31693	306
FAC MIX PCT:	32.4%			30.2%			31.5%			4.8%			5.9%			100.0%		
PRIVATE, 1993-94:	DISCIPLINE: POLITICAL SCIENCE, GENERAL MAJOR FIELD: POLITICAL SCIENCE, GENERAL																	
AVERAGE SALARY:	58369	383	157	43063	274	135	35412	276	125	33034	43	32	32014	38	27	46493	971	213
FAC MIX PCT:	30.4%			28.2%			28.4%			4.4%			3.9%			100.0%		
SALARY FACTOR:	1.01			0.98			0.98			0.98			1.12			1.02		
	ALL MAJOR FIELDS																	
AVERAGE SALARY:	57805	10854		43900	9968		36283	10119		33719	1372		28694	1637		45403	32578	306
FAC MIX PCT:	33.3%			30.6%			31.1%			4.2%			5.0%			100.0%		

RESULTS OF THE TWO PUBLIC STUDIES, 1990-91 AND 1993-94

In the PUBLIC 1990-91 salary study in the above table, the reader may note that the discipline/major field of political science and government was reported in 179 of the 221 public institutions. The average salary of the 1,349 faculty was $40,816. This average salary was approximately 1.8 percent higher than the average salary of $40,089 for all 61,034 faculty in ALL MAJOR FIELDS in the 1990-91 public study.

In the PUBLIC 1993-94 salary study in the above table, the discipline/major field of political science and government was reported in 180 of the same 221 public institutions. The average salary of the 1,326 faculty was $43,977. This average salary was about the same as the average salary of $43,720 for all 60,643 faculty in ALL MAJOR FIELDS in the 1993-94 public study.

The increase in average salaries for all faculty in the discipline/major field of political science and government after three years in the public institutions studied was 7.7 percent ($43,977 minus $40,816 equals $3,161). The CPI of increased cost-of-living between October 1990 and October 1993 was 9.1 percent. A more realistic increase, therefore, in the average faculty salaries over the three-year period, is 1.4 percent or .5 percent each year below the cost-of-living.

The increase in average salaries for all faculty in ALL MAJOR FIELDS after three years in the public institutions studied was 9.1 percent ($43,977 minus $40,089 equals $3,888). In comparison to the discipline/major field of political science and government (7.7%), therefore, the faculty in ALL MAJOR FIELDS received a relative increase in their salaries of 1.4 percent (9.1% minus 7.7% equals 1.4%) more than faculty in the discipline/major field of political science and government.

The reader may note that the faculty mix percentage in political science and governement is higher at the professor rank than at the assistant professor rank in the 1990-91 study: 42.7 percent vs. 26.1 percent, and also in the 1993-94 study, 42.5 percent vs. 27.8 percent, respectively. The differences in faculty mix percentage at the ranks of professor and assistant professor in ALL MAJOR FIELDS for both public studies are as follows: 33.6 percent vs. 29.3 percent (1990-91) and 34.6 percent vs. 29.5 percent (1993-94), respectively.

Finally, the hiring rate of new assistant professors in political science and government in the public studies was higher than the hiring rate of ALL MAJOR FIELDS in 1990-91, 6.4 percent (86/1,349) vs. 4.9 percent (2,968/61,034), respectively; and lower in 1993-94, 5.1 percent (67/1,326) vs. 4.3 percent (2,587/60,643), respectively.

RESULTS OF THE TWO PRIVATE STUDIES, 1990-91 AND 1993-94

In the PRIVATE 1990-91 salary study in the above table, the reader may note that the discipline/major field of political science and government was reported in 208 of the 306 private institutions. The average salary of the 840 faculty was $41,098. This average salary was .02 percent higher than the average salary of $40,291 for all 31,693 faculty in ALL MAJOR FIELDS in the 1990-91 private study.

In the PRIVATE 1993-94 salary study in the above table, the discipline/major field of political science and government was reported in 213 of the same 306 private institutions. The average salary of the 971 faculty was $46,493. This average salary was 2.4 percent higher than the average salary of $45,403 for all 32,578 faculty in ALL MAJOR FIELDS in the 1993-94 private study.

The increase in average salaries for all faculty in political science and government after three years in the private institutions studied was 13.1 percent ($46,493 minus $41,098 equals $5,395). The CPI of increased cost-of-living between October 1990 and October 1993 was 9.1 percent. A more realistic increase, therefore, in the average faculty salaries over the three-year time period is 4.0 percent or 1.3 percent each year above the cost-of-living.

The increase in average salaries for all faculty in ALL MAJOR FIELDS after three years in the private institutions studied was 12.7 percent ($45,403 minus $40,291 equals $5,112). In comparison to the discipline/major field of political science and government (13.1%), therefore, the faculty in ALL MAJOR FIELDS increased their salaries by .4 percent (13.1% minus 12.7% equals .4%) less than faculty in political science and government.

In the discipline/major field of political science and government, the reader may note that the faculty mix percentage is higher at the professor rank in comparison to the assistant professor rank in both studies: 40.7 percent vs. 27.6 percent (1990-91), respectively; and 30.4 percent vs. 28.4 percent (1993-94), respectively. The differences in the ranks of professor and assistant professor in ALL MAJOR FIELDS for both private studies are as follows: 32.4 percent vs. 31.5 percent (1990-1991), and 33.3 percent vs. 31.1 percent (1993-94), respectively.

Finally, the reader may note that the hiring rate of new assistant professors in political science and government is virtually the same hiring rate in ALL MAJOR FIELDS in the 1990-91 private study: 4.8 percent (40/840) vs. 4.8 percent (1,513/31,693), respectively, and higher in the 1993-94 private study: 4.4 percent (43/971) vs. 4.2 percent (1,372/32,578), respectively.

CONCLUDING REMARKS

This article presented salary-trend information on the academic discipline/-major field of political science and government and compared that information with ALL MAJOR FIELDS and with the CPI over a period of three years from the "baseline year" of 1990-91 through the "trend year" of 1993-94. Two studies, one for public institutions, and the other for private institutions were conducted for the baseline year and for the trend year--a total of four studies. A total of 4,486 (2.4%) faculty in the discipline/major field of political science and government participated and were included in the 42 disciplines/major fields in each of the four studies and in the overall total of 185,948 participating faculty. The same 221 public institutions and the same 306 private institutions in the United States participated in the baseline year and in the trend year.

Although many interpolations and extrapolations of the data may be made, a few of the more important ones are as follows. First, the average faculty salary in the disipline/major field of political science and government in 1990-91 in the public and private studies were each two percent above the average faculty salary factors for all ranks in ALL MAJOR FIELDS (1.00), respectively. The average faculty salary factors for all ranks in political science and government in 1992-93 in the public and private studies were one percent and two percent above the average salary factors for all ranks in ALL MAJOR FIELDS (1.00), respectively.

Second, the CPI of October 1993 increased 9.1 percent from the CPI of October 1990, and indicates that the faculty in political science and government in the public institutions received an average annual salary increase of .5 percent below the cost-of-living. In the private institutions the annual average salary increase was 1.3 percent above the cost-of-living.

Third, in the discipline/major field of political science and government the professor rank FAC MIX PCTs are higher than those in the assistant professor rank in both the 1990-91 and 1993-94 public and private studies. These data show that political science and government, in both the public and private studies, is an established discipline/major field in academia.

Finally, the hiring rate of new assistant professors in political science and government in both the 1990-91 and 1993-94 public studies was higher than in ALL MAJOR FIELDS. In the 1990-91 private study the hiring rate, in comparison to ALL MAJOR FIELDS, it was virtually the same but higher in the 1993-94 study.

Now that a rather significant data base of average faculty salaries in the individual academic discipline/major field of political science and government is being developed, it is anticipated that this current information will be a valuable reference tool for interested administrators and professors.

Richard D. Howe is the originator and director of the annual CUPA faculty salary studies. He is a professor of leadership and educational studies at Appalachian State University, Boone, North Carolina. Co-author Zaphon Wilson is an assistant professor of political science/criminal justice at Appalachian State University.

APPENDICES:

A - OVERALL LIST OF SELECTED DISCIPLINES, page 10

B - LIST OF PUBLIC Participating Institutions, page 11

C - LIST OF PRIVATE Participating Institutions, page 14

APPENDIX A

OVERALL LIST OF SELECTED DISCIPLINES

ACCOUNTING
ADMINISTRATIVE ASSISTANT/SECRETARIAL SCIENCE, GENERAL
ANTHROPOLOGY
AREA, ETHNIC, AND CULTURAL STUDIES
BIOLOGICAL SCIENCES/LIFE SCIENCES
BUSINESS ADMINISTRATION AND MANAGEMENT, GENERAL
BUSINESS MANAGEMENT AND ADMINISTRATIVE SERVICES
BUSINESS/MANAGERIAL ECONOMICS
BUSINESS MARKETING AMD MARKETING MANAGEMENT
CHEMISTRY, GENERAL
COMMUNICATIONS
COMMUNICATION TECHNOLOGIES
COMPUTER AND INFORMATION SCIENCES
COUNSELOR EDUCATION COUNSELING AND GUIDANCE SERVICES
DRAMA/THEATER ARTS, GENERAL
ECONOMICS, GENERAL
EDUCATION
ENGINEERING
ENGINEERING-RELATED TECHNOLOGIES
ENGLISH LANGUAGE AND LITERATURE/LETTERS
FOREIGN LANGUAGES AND LITERATURES
GEOGRAPHY
GEOLOGY
HISTORY, GENERAL
HOME ECONOMICS
LIBRARY SCIENCE
MATHEMATICS
MULTI/INTERDISCIPLINARY STUDIES
MUSIC, GENERAL
NURSING (R.N. TRAINING)
PHILOSOPHY AND RELIGION
PHYSICAL SCIENCES
PHYSICS, GENERAL
POLITICAL SCIENCE, GENERAL
PROTECTIVE SERVICES
PSYCHOLOGY
READING TEACHER EDUCATION
SOCIOLOGY
SPECIAL EDUCATION, GENERAL
SPEECH-LANGUAGE PATHOLOGY AND AUDIOLOGY
TEACHER EDUCATION
VISUAL AND PERFORMING ARTS

TOTAL: 42

APPENDIX B

CUPA Public Faculty Salary-Trend Studies: 1990-91 and 1993-94

Institutions Participating in Both Studies:

Alabama A&M University (AL)
Angelo State University (TX)
Appalachian State University (NC)
Arkansas State University (AR)
Arkansas Technical University (AR)
Armstrong State College (GA)
Auburn University of Montgomery (AL)
Augusta College (GA)
Austin Peay State University (TN)
Ball State University (IN)
Black Hills State University (SD)
Bluefield State College (WV)
Boise State University (ID)
Bowie State University (MD)
Bridgewater State College (MA)
California State University Sacramento (CA)
California State University Stanislaus (CA)
Castleton State College (VT)
Central Michigan University (MI)
Central Missouri State University (MO)
Christopher Newport University (VA)
Clarion University of Pennsylvania (PA)
Cleveland State University (OH)
Clinch Valley College of the University of Virginia (VA)
College of Staten Island of the City University of New York (NY)
Columbus College (GA)
Dakota State University (SD)
Delta State University (MS)
Dickinson State University (ND)
East Central University (OK)
East Stroudsburg University (PA)
East Tennessee State University (TN)
East Texas State University (TX)
Eastern Connecticut State University (CT)
Eastern Illinois University (IL)
Eastern Kentucky University (KY)
Eastern Michigan University (MI)
Eastern Montana College (MT)
Eastern New Mexico University (NM)
Eastern Oregon State College (OR)
Eastern Washington University (WA)
Edinboro University of Pennsylvania (PA)
Emporia State University (KS)
Fitchburg State College (MA)
Fort Hays State University (KS)
Fort Lewis College (CO)
Framingham State College (MA)
Francis Marion University (SC)
Georgia College (GA)
Georgia Southern University (GA)
Georgia Southwestern College (GA)
Grambling State University (LA)
Grand Valley State University (MI)
Harris-Stowe State College (MO)
Henderson State University (AR)
Illinois State University (IL)
Indiana University of Pennsylvania (PA)
Jacksonville State University (AL)
James Madison University (VA)
Keene State College (NH)
Kennesaw State College (GA)
Kent State University (OH)
Kutztown University of Pennsylvania (PA)
Lake Superior State University (MI)
Lander College (SC)
Livingston University (AL)
Longwood College (VA)
Louisiana State University in Shreveport (LA)
Louisiana Tech University (LA)
Mankato State University (MN)
Marshall University (WV)
Mayville State University (NE)
McNeese State University (LA)
Mesa State College (CO)
Metropolitan State College of Denver (CO)
Middle Tennessee State University (TN)
Millersville University of Pennsylvania (PA)
Minot State University (ND)
Mississippi Valley State University (MS)
Missouri Southern State College (MO)
Missouri Western State College (MO)
Montana College of Mineral Science and Technology (MT)
Montclair State College (NJ)
Moorhead State University (MN)
Morehead State University (KY)
Morgan State University (MD)
Murray State University (KY)
New Mexico Highlands University (NM)
Nicholls State University (LA)
North Adams State College (MA)
North Carolina Agricultural and Technical State University (NC)

Participating Institutions (continued):

Northeast Louisiana University (LA)
Northeast Missouri State University (MO)
Northeastern Illinois University (IL)
Northern Arizona University (AZ)
Northern Illinois University (IL)
Northern Kentucky University (KY)
Northern State University (SD)
Northwest Missouri State University (MO)
Northwestern State University (LA)
Oakland University (MI)
Oklahoma Panhandle State University (OK)
Old dominion University (VA)
Oregon Institute of Technology (OR)
Peru State College (NE)
Pittsburg State University (KS)
Portland State University (OR)
Prairie View A&M University (TX)
Purdue University Calumet (IN)
Ramapo College of New Jersey (NJ)
Rhode Island College (RI)
Saginaw Valley State University (MI)
Salem State College (MA)
Salisbury State University (MD)
San Diego State University (CA)
Sangamon State University (IL)
Shawnee State University (OH)
Shippensburg University of Pennsylvania (PA)
Sonoma State University (CA)
Southeast Missouri State University (MO)
Southwastern Louisiana University (LA)
Southeastern Oklahoma State University (OK)
Southern Arkansas University (AR)
Southern college of Technology (GA)
Southern Connecticut State University (CT)
Southern Illinois University at Edwardsville (IL)
Southwest Missouri State University (MO)
Southwest Texas State University (TX)
St. Claud State University (NM)
State University of New York at Brockport (NY)
State University of New York College at Fredonia (NY)
State University of New York College at Geneseo (NY)
State University of New York College at Oneonta (NY)
State University of New York College at Oswego (NY)
State University of New York College at Plattsburgh (NY)
State University of New York College at Potsdam (NY)
Tarleton State University (TX)
Tennessee Technological University (TN)
Texas A&M University-Corpus Christi TX)
Texas Woman's University (TX)
Towson State University (MD)
Trenton State College (NJ)
University of Akron (OH)
University of Alabama in Huntsville (AL)
University of Alaska Southeast (AK)
University of Arkansas at Little Rock (AR)
University of Central Florida (FL)
University of Central Oklahoma (OK)
University of Colorado at Colorado Springs (CO)
University of Guam (GU)
University of Houston-Clear Lake (TX)
University of Maine at Farmington (ME)
University of Maine at Fort Kent (ME)
University of Maryland Baltimore County (MD)
University of Massachusetts Dartmouth (MA)
University of Massachusetts Lowell (MA)
University of Memphis (TN)
University of Missouri-St. Louis (MO)
University of Montevallo (AL)
University of Nebraska at Kearney (NE)
University of Nebraska at Omaha (NE)
University of North Carolina at Asheville (NC)
University of North Carolina at Charlotte (NC)
University of North Carolina at Greensboro (NC)
University of North Carolina at Wilmington (NC)
University of North Texas (TX)
University of Pittsburgh at Bradford (PA)
University of Puerto Rico-Cayey (PR)
University of Puerto Rico-Humacao University College (PR)
University of Science and Arts of Oklahoma (OK)
University of South Alabama (AL)
University of South Carolina at Spartanburg (SC)
University of Southern Carolina-Aiken (SC)
University of South Florida (The) (FL)
University of Southern Colorado (CO)
University of Southern Indiana (IN)
University of Southern Maine (ME)
University of Southern Mississippi (MS)
University of Southwestern Louisiana (LA)
University of Tennessee at Chattanooga (TN)
University of Texas at Dallas (The) (TX)
University of Texas at El Paso (The) (TX)
University of Texas at San Antonio (TX)
University of Texas at Tyler (The) (TX)

Participating Institutions (continued):

University of the Virgin Islands (VI)
University of West Florida (FL)
University of Wisconsin-Eau Claire (WI)
University of Wisconsin-Green Bay (WI)
University of Wisconsin-LaCrosse (WI)
University of Wisconsin-Oshkosh (WI)
University of Wisconsin-Parkside (WI)
University of Wisconsin-Platteville (WI)
Univesrity of Wisconsin-Stevens Point (WI)
University of Wisconsin-Superior (WI)
University of Wisconsin-Whitewater (WI)
Valley City State University (ND)
Washburn University (KS)
Wayne State College (NE)
Weber State University (UT)
West Chester University of Pennsylvania (PA)
West Georgia College (GA)
Western Carolina University (NC)
Western Illinois University (IL)
Western Kentucky University (KY)
Western Michigan University (MI)
Western Montana College (MT)
Western Oregon State College (OR)
Western Washington University (WA)
Wichita State University (The) (KS)
William Paterson College of New Jersey (NJ)
Winston-Salem State University (NC)
Wright State University (OH)
Youngstown State University (OH)

Total Institutions = 221

APPENDIX C

CUPA Private Faculty Salary-Trend Studies: 1990-91 and 1993-94

Institutions Participating in Both Studies:

Abilene Christian University (TX)
Adrian College (MI)
Agnes Scott College (GA)
Albertus Magnus College (CT)
Alfred University (NY)
Allenton College of St. Francis de Sales (PA)
Alma College (MI)
Alvernia College (PA)
Alverno College (WI)
American University (The) (DC)
Amherst College (MA)
Anderson University (IN)
Anna Maria College (MA)
Aquinas College (MI)
Arkansas College (AR)
Ashland University (OH)
Aurora University (IL)
Avila College (MO)
Azusa Pacific University (CA)
Babson College (MA)
Baker College of Flint (MI)
Baldwin-Wallace College (OH)
Barry University (FL)
Beaver College (PA)
Bellarmine College (KY)
Belmont University (TN)
Benedict College (SC)
Benedictine College (KS)
Bentley College (MA)
Bethany College (KS)
Bethany College (WV)
Bethel College (IN)
Bethel College (MN)
Birmingham-Southern College (AL)
Blackburn University (IL)
Bloomfield College (NJ)
Bradley University (OH)
Bridgewater College (VA)
Bryn Mawr College (PA)
Cabrini College (PA)
Caldwell College (NJ)
Calvin College (MI)
Capitol College (MD)
Catawba College (NC)
Catholic University of America (DC)
Centenary College of Louisiana (LA)
Central Baptist College (AR)
Central College (IA)
Charleston Southern University (SC)
Christian Brothers University (TN)
Clarke College (IA)
Clarkson University (NY)
Clear Creek Baptist Bible College (KY)
Coker College (SC)
College of Great Falls (MT)
College of Mount Saint Vincent (NY)
College of Notre Dame (CA)
College of Notre Dame of Maryland (MD)
College of Saint Benedict (MN)
College of Saint Elizabeth (NJ)
College of Saint Rose (NY)
College of St. Catherine (MN)
College of St. Scholastica (MN)
College of the Southwest (NM)
Columbia College (MO
Columbia College (SC)
Concordia College (MN)
Concordia College (NE)
Concordia University Wisconsin (WI)
Cornell College (IA)
Creighton University (NE)
D'Youville College (NY)
Dakota Wesleyan University (SD)
Davidson College (NC)
Davis & Elkins College (WV)
Defiance College (The) (OH)
DePaul University (IL)
Dickinson College (PA)
Doane College (NE)
Dominican College (NY)
Dordt College (IA)
Drake University (IA)
Drew University (NJ)
Drexel University (PA)
Drury College (MO)
Duquesne University (PA)
Eckerd College (FL)
Edgewood College (WI)
Elizabethtown College (PA)
Elmira College (NY)
Emory & Henry College (VA)
Fairfield University (CT)
Ferrum College (VA)
Franciscan University of Steubenville (OH)
Franklin and Marshall College (PA)
Freed-Hardeman University (TN)
Friends University (KS)
Furman University (SC)

Gordon College (MA)
Goshen College (IN)
Great Lakes Bible College (MI)
Grinnell College (IA)
Guilford College (NC)
Hampton University (VA)
Hartwick College (NY)
Hastings College (NE)
Heidelberg College (OH)
Hilbert College (NY)
Hobart and William Smith College (NY)
Holy Family College (PA)
Holy Names College (CA)
Hope College (MI)
Houghton College (NY)
Immaculata College (PA)
Iona College (NY)
Jamestown College (ND)
John Carroll University (OH)
Johnson C. Smith University (NC)
Kalamazoo College (MI)
Kenyon College (OH)
King's College (PA)
La Roche College (PA)
LaGrange College (GA)
Lakeland College (WI)
Lancaster Bible College (PA)
Le Moyne College (NY)
Le Tourneau College (TX)
Lebanon Valley College (PA)
Lees-McRae College (NC)
Limestone College (SC)
Lindsey Wilson College (KY)
Linfield College (OR)
Loras College (IA)
Loyola College (MD)
Loyola Marymount University (CA)
Lubbock Christian University (TX)
Lycoming College (PA)
Lynchburg College (VA)
Malone College (OH)
Manhattan College (NY)
Marist College (NY)
Mars Hill College (NC)
Mary Baldwin College (VA)
Marymount College (NY)
Maryville University of St. Louis (MO)
Marywood College (PA)
Massachusetts Institute of Technology (MA)
Medaille College (NY)
Memphis Theological Seminary (TN)
Mercer University (GA)
Midland Lutheran College (NE)
Midway College (KY)
Millikin University (IL)
Monmouth College (NJ)
Montreat-Anderson College (NC)
Moravian College (PA)
Mount Union College (OH)
Muhlenberg College (PA)
Muskingum College (OH)
Neumann College (PA)
Niagara University (NY)
North Central College (IL)
Northeastern University (MA)
Northland College (WI)
Northwest College (WA)
Northwestern College (IA)
Norwich University (VT)
Notre Dame College (OH)
Oakwood College (AL)
Occidental College (CA)
Oglethorpe University (GA)
Ohio Northern University (OH)
Ohio Wesleyan College (OH)
Olivet Nazarene College (IL)
Our Lady of Holy Cross College (LA)
Our Lady of the Lake University (TX)
Pace University (NY)
Pacific Luthern University (WA)
Palm Beach Atlantic College (FL)
Pepperdine University (CA)
Pikeville College (KY)
Pine Manor College (MA)
Point Park College (PA)
Presbyterian College (SC)
Quincy College (IL)
Quinnipiac College (CT)
Randolph-Macon College (VA)
Randolph-Macon Woman's College (VA)
Reed College (OR)
Reformed Bible College (MI)
Rider College (NJ)
Ripon College (WI)
Rivier College (NH)
Robert Morris College (PA)
Rockhurst College (MO)
Rocky Mountain College (MT)
Rollins College (FL)
Roosevelt University (IL)
Rosary College (IL)
Rose-Hulman Institute of Technology (IN)
Russell Sage College (NY)
Sacred Heart University (CT)
St. Ambrose University (IA)
St. Bonaventure University (NY)
St. Edward's University (TX)
St. Francis College (NY)
Saint Francis College (PA)
St. John Fisher College (NY)
Saint Joseph's University (PA)
Saint Martin's College (WA)
Saint Mary College (KS)
Saint Mary's College (IN)
Saint Mary's College of California (CA)
St. Mary's University of San Antonio (TX)

Participating Institutions (continued):

Rocky Mountain College (MT)
Rollins College (FL)
Roosevelt University (IL)
Rosary College (IL)
Rose-Hulman Institute of Technology (IN)
Russell Sage College (NY)
Sacred Heart University (CT)
Saint Francis College (PA)
Saint Joseph's University (PA)
Saint Martin's College (WA)
Saint Mary College (KS)
Saint Mary's College (IN)
Saint Mary's College of California (CA)
Saint Meinrad College (IN)
Saint Vincent College (PA)
Salem College (NC)
Santa Clara University (CA)
Schreiner College (TX)
Scripps College (CA)
Seattle Pacific University (WA)
Seattle University (WA)
Seton Hill College (PA)
Shorter College (GA)
Siena Heights College (MI)
Simpson College (IA)
Simpson College (CA)
Sioux Falls College (SD)
Skidmore College (NY)
Southwestern Assemblies of God College (TX)
Spalding University (KY)
Spring Hill College (AL)
St. Ambrose University (IA)
St. Bonaventure University (NY)
St. Edward's University (TX)
St. Francis College (NY)
St. John Fisher College (NY)
St. John's University (MN)
St. Norbert College (WI)
St. Thomas University (FL)
Stanford University (CA)
Stillman College (AL)
Susquehanna University (PA)
Syracuse University (NY)
Tabor College (KS)
Teikyo Westmar University (IA)
Texas Christian University (TX)
Thomas More College (KY)
Tiffin University (OH)
Transylvania University (KY)
Tri-State University (IN)
Tusculum College (TN)
Tuskegee University (AL)
Union Institute (The) (OH)
Union University (TN)
University of Bridgeport (CT)
University of Central Texas (TX)
University of Charleston (The) (WV)
University of Dallas (TX)
University of Dayton (OH)
University of Denver (CO)
University of Dubuque (IA)
University of Evansville (IN)
University of La Verne (CA)
University of Miami (FL)
University of New Haven (CT)
University of Portland (OR)
University of Richmond (VA)
University of San Diego (CA)
University of San Francisco (CA)
University of St. Thomas (TX)
University of St. Thomas (MN)
University of the Ozarks (AR)
University of The South (The) (TN)
University of Tulsa (OK)
Upper Iowa University (IA)
Villanova University (PA)
Viterbo College (WI)
Walsh College (OH)
Warner Southern College (FL)
Wartburg College (IA)
Washington and Jefferson College (PA)
Washington and Lee University (VA)
Washington College (MD)
Webber College (FL)
Wesley College (DE)
Wesleyan College (GA)
Western Baptist College (OR)
Western Maryland College (MD)
Westminster College (PA)
Westminster College of Salt Lake City (UT)
Wheaton College (MA)
Wheeling Jesuit College, Inc. (WV)
Whittier College (CA)
Widener University (PA)
William Jewell College (MO)
Wilmington College (OH)
Wilmington College (DE)
Wingate College (NC)
Wisconsin Lutheran College (WI)
Woodbury University (CA)
York College of Pennsylvania (PA)

Total Institutions: 306

SALARY-TREND STUDY OF FACULTY IN PROTECTIVE SERVICES
FOR THE YEARS
1990-91 and 1993-94

By
Richard D. Howe and Ivan Carl Roten

Since 1982-83 the College and University Personnel Association (CUPA) in Washington, D.C., in cooperation with Appalachian State University in Boone, North Carolina, has conducted annual national faculty salary studies by discipline and rank each year through 1993-94. Each year two separate studies are conducted, one for public senior colleges and universities, and the other for private senior colleges and universities.

Salary data for each study were collected and tabulated for full-time teaching faculty in 42 selected academic disciplines including protective services. The disciplines were chosen from among those defined by _A Classification of Instructional Programs_ (_CIP_), 1990. The definition of the discipline/major field of protective services in the _CIP_ is as follows:

> A summary of groups of instructional programs that describe the principles and procedures for providing police, fire, and other safety services, and for managing penal institutions.*
>
> [*_A Classification of Instructional Programs_ (Washington, D.C.: National Center for Education Statistics; [1990], p. 139--43.).]

This article presents a summary of the overall average salary increases in the discipline/major field of protective services from the "baseline year" of 1990-91 to and including the "trend year" of 1993-94 for both public and private institutions. Of the 282 institutions which participated in CUPA's PUBLIC study of 1990-91, 221 also participated in 1993-94. Data from those same 221 institutions were used in both the baseline year and the trend year. Of the 494 institutions which participated in CUPA's PRIVATE study of 1990-91, 306 also participated in 1993-94. Data from those same 306 institutions were used in both the baseline year and the trend year.

This article lists the average salaries of protective services for both public and private participating institutions by rank, including NEW ASST PROF (new assistant professor), the FAC MIX PCT (faculty mix percentage) and the SALARY FACTOR. In addition, comparisons are made with the CPI (Consumer Price Index) of changes in cost-of-living between the two studies for each of the two study years (1990-91 and 1993-94).

The CPI uses a base period of 1982-84 and is based on prices of food, clothing, shelter and fuels, transportation, medical care, entertainment, and other goods and services that people buy for day-to-day living. In examining trends in faculty salary, it is important to consider any changes in the purchasing power of salaries due to inflation. Thus by comparing changes in the faculty salaries with the CPI, a more precise representation of "real" salary increases is yielded.

The salary is based on a nine- or ten-month academic year salary of full-time faculty only. It does not include any faculty members teaching less than 51 percent. Salary for summer academic work, fringe benefits, and perquisites are not included in the salary data. The average salary is based on the study information with the assumption that all employees are full-time. The average salary displayed is an average of all faculty salaries reported for a given rank and discipline.

The "NUM" means the number of faculty members whose salaries were included to compute the average salary.

The "N/IN" means the number of institutions that reported salary data for a given academic rank and discipline/major field.

The FAC MIX PCT is the percentage of faculty in a given discipline/major field who hold a given academic rank. For example, a FAC MIX PCT factor of 30.1

for associate professor of protective services in the 1990-91 public study means that 30.1 percent of the faculty in that discipline/major field hold the rank of associate professor.

The SALARY FACTOR for a given rank of a given discipline/major field is the ratio of the average salary to the total average salary of all institutions in each of the four studies: PUBLIC 1990-91, PUBLIC 1993-94, PRIVATE 1990-91 and PRIVATE 1993-94. For example, a SALARY FACTOR of .96 for associate professors in the discipline/major field of protective services in the 1990-91 public study means that their average salary is 4 percent lower than the average salary of all associate professors in all institutions in that study.

NEW ASST PROF is the grouping of assistant professors who were hired for the first time in the fall of the study year (1990-91 or 1993-94). All information for this group was included in the ASST PROF group for reporting purposes. This group is used mainly for new hiring information.

ALL MAJOR FIELDS is the entire data base for all 42 disciplines/major fields in each of the four studies. It is used to compare, among other things, the discipline/major field of protective services with the entire data base for each study.

Of particular importance to the reader is noting the size of the sample on which each percentage or dollar value is based. The smaller the number in the group, the greater the effect of extreme scores on a descriptive statistic such as the average. It should be noted also that any large disparity in the sample sizes between the "baseline year" of 1990-91 and the "trend year" of 1993-94 will lessen the reliability and validity of any conclusions that one might make based on a simple comparison of averages.

DISCIPLINE: PROTECTIVE SERVICES
MAJOR FIELD: PROTECTIVE SERVICES

PUBLIC, 1990-91:

	PROF SALARY	PROF NUM	PROF N/IN	ASSO PROF SALARY	ASSO PROF NUM	ASSO PROF N/IN	ASST PROF SALARY	ASST PROF NUM	ASST PROF N/IN	NEW ASST PROF SALARY	NEW ASST PROF NUM	NEW ASST PROF N/IN	INSTRUCTOR SALARY	INSTRUCTOR NUM	INSTRUCTOR N/IN	ALL RANKS SALARY	ALL RANKS NUM	ALL RANKS N/IN
AVERAGE SALARY:	46683	91	45	38542	118	52	31056	155	50	298[illegible]2	34	24	26318	28	17	36599	392	63
FAC MIX PCT:	23.2%			30.1%			39.5%			8.7%			7.1%			100.0%		
SALARY FACTOR:	0.95			0.96			0.93			0.92			1.01			0.91%		

ALL MAJOR FIELDS

	PROF SALARY	PROF NUM	PROF N/IN	ASSO PROF SALARY	ASSO PROF NUM	ASSO PROF N/IN	ASST PROF SALARY	ASST PROF NUM	ASST PROF N/IN	NEW ASST PROF SALARY	NEW ASST PROF NUM	NEW ASST PROF N/IN	INSTRUCTOR SALARY	INSTRUCTOR NUM	INSTRUCTOR N/IN	ALL RANKS SALARY	ALL RANKS NUM	ALL RANKS N/IN
AVERAGE SALARY:	49382	20535		40201	17323		33479	17898		32406	2968		25977	5278		40089	61034	221
FAC MIX PCT:	33.6%			28.4%			29.3%			4.9%			8.6%			100.0%		

DISCIPLINE: PROTECTIVE SERVICES
MAJOR FIELD: PROTECTIVE SERVICES

PUBLIC, 1993-94:

	PROF SALARY	PROF NUM	PROF N/IN	ASSO PROF SALARY	ASSO PROF NUM	ASSO PROF N/IN	ASST PROF SALARY	ASST PROF NUM	ASST PROF N/IN	NEW ASST PROF SALARY	NEW ASST PROF NUM	NEW ASST PROF N/IN	INSTRUCTOR SALARY	INSTRUCTOR NUM	INSTRUCTOR N/IN	ALL RANKS SALARY	ALL RANKS NUM	ALL RANKS N/IN
AVERAGE SALARY:	49412	106	48	40643	105	50	33732	121	49	33757	30	23	28033	21	14	40157	353	62
FAC MIX PCT:	30.0%			29.7%			34.3%			8.5%			5.9%			100.0%		
SALARY FACTOR:	0.92			0.94			0.93			0.97			1.02			0.92		

ALL MAJOR FIELDS

	PROF SALARY	PROF NUM	PROF N/IN	ASSO PROF SALARY	ASSO PROF NUM	ASSO PROF N/IN	ASST PROF SALARY	ASST PROF NUM	ASST PROF N/IN	NEW ASST PROF SALARY	NEW ASST PROF NUM	NEW ASST PROF N/IN	INSTRUCTOR SALARY	INSTRUCTOR NUM	INSTRUCTOR N/IN	ALL RANKS SALARY	ALL RANKS NUM	ALL RANKS N/IN
AVERAGE SALARY:	53700	20965		43457	17404		36275	17890		34850	2587		27419	4384		43720	60643	221
FAC MIX PCT:	34.6%			28.7%			29.5%			4.3%			7.2%			100.0%		

- -

DISCIPLINE: PROTECTIVE SERVICES
MAJOR FIELD: PROTECTIVE SERVICES

PRIVATE, 1990-91:

	PROF SALARY	PROF NUM	PROF N/IN	ASSO PROF SALARY	ASSO PROF NUM	ASSO PROF N/IN	ASST PROF SALARY	ASST PROF NUM	ASST PROF N/IN	NEW ASST PROF SALARY	NEW ASST PROF NUM	NEW ASST PROF N/IN	INSTRUCTOR SALARY	INSTRUCTOR NUM	INSTRUCTOR N/IN	ALL RANKS SALARY	ALL RANKS NUM	ALL RANKS N/IN
AVERAGE SALARY:	53861	23	8	37491	18	14	31478	18	12	33000	1	1	24800	4	4	40943	63	24
FAC MIX PCT:	36.5%			28.6%			28.6%			1.6%			6.3%			100.0%		
SALARY FACTOR:	1.05			0.96			0.96			1.07			0.94			1.02		

ALL MAJOR FIELDS

	PROF SALARY	PROF NUM	PROF N/IN	ASSO PROF SALARY	ASSO PROF NUM	ASSO PROF N/IN	ASST PROF SALARY	ASST PROF NUM	ASST PROF N/IN	NEW ASST PROF SALARY	NEW ASST PROF NUM	NEW ASST PROF N/IN	INSTRUCTOR SALARY	INSTRUCTOR NUM	INSTRUCTOR N/IN	ALL RANKS SALARY	ALL RANKS NUM	ALL RANKS N/IN
AVERAGE SALARY:	51194	10278		39238	9563		32704	9984		30965	1513		26246	1868		40291	31693	306
FAC MIX PCT:	32.4%			30.2%			31.5%			4.8%			5.9%			100.0%		

DISCIPLINE: PROTECTIVE SERVICES
MAJOR FIELD: PROTECTIVE SERVICES

PRIVATE, 1993-94:

	PROF SALARY	PROF NUM	PROF N/IN	ASSO PROF SALARY	ASSO PROF NUM	ASSO PROF N/IN	ASST PROF SALARY	ASST PROF NUM	ASST PROF N/IN	NEW ASST PROF SALARY	NEW ASST PROF NUM	NEW ASST PROF N/IN	INSTRUCTOR SALARY	INSTRUCTOR NUM	INSTRUCTOR N/IN	ALL RANKS SALARY	ALL RANKS NUM	ALL RANKS N/IN
AVERAGE SALARY:	49927	18	10	38712	19	16	32930	29	19	32293	7	7	22403	2	2	38735	68	30
FAC MIX PCT:	26.5%			27.9%			42.6%			10.3%			2.9%			100.0%		
SALARY FACTOR:	0.86			0.88			0.91			0.96			0.78			0.85		

ALL MAJOR FIELDS

	PROF SALARY	PROF NUM	PROF N/IN	ASSO PROF SALARY	ASSO PROF NUM	ASSO PROF N/IN	ASST PROF SALARY	ASST PROF NUM	ASST PROF N/IN	NEW ASST PROF SALARY	NEW ASST PROF NUM	NEW ASST PROF N/IN	INSTRUCTOR SALARY	INSTRUCTOR NUM	INSTRUCTOR N/IN	ALL RANKS SALARY	ALL RANKS NUM	ALL RANKS N/IN
AVERAGE SALARY:	57805	10854		43900	9968		36283	10119		33719	1372		28694	1637		45403	32578	306
FAC MIX PCT:	33.3%			30.6%			31.1%			4.2%			5.0%			100.0%		

RESULTS OF THE TWO PUBLIC STUDIES, 1990-91 and 1993-94

In the PUBLIC 1990-91 salary study in the above table, the reader may note that the discipline/major field of protective services was reported in 63 of the 221 public institutions. The average salary of the 392 faculty was $36,599. This average salary was approximately 9.5 percent lower than the average salary of $40,089 for all 61,034 faculty in ALL MAJOR FIELDS in the 1990-91 public study.

In the PUBLIC 1993-94 salary study in the above table, the discipline/major field of protective services was reported in 62 of the same 221 public institutions. The average salary of the 353 faculty was $40,157. This average salary was approximately 8.9 percent lower than the average salary of $43,720 for all 60,643 faculty in ALL MAJOR FIELDS in the 1993-94 public study.

The increase in average salaries for all faculty in the discipline/major field of protective services after three years in the public institutions studied was 9.7 percent ($40,157 minus $36,599 equals $3,558). The CPI of increased cost-of-living between October 1990 and October 1993 was 9.1 percent. A more realistic increase, therefore, in the average faculty salaries over the three-year period, is .6 percent or .2 percent each year above the cost-of--living.

The increase in average salaries for all faculty in ALL MAJOR FIELDS after three years in the public institutions studied was 9.1 percent ($43,720 minus $40,089 equals $3,631). In comparison to the discipline/major field of protective services (9.7%), therefore, the faculty in ALL MAJOR FIELDS received a relative increase in their salaries of .6 percent (9.7% minus 9.1% equals .6%) less than faculty in the discipline/major field of protective services.

The reader may note that the faculty mix percentage in protective services is lower at the professor rank than at the assistant professor rank in the 1990-91 study: 23.2 percent vs. 39.5 percent, and also in the 1993-94 study, 30.0

percent vs. 34.3 percent, respectively. The differences in faculty mix percentage at the ranks of professor and assistant professor in ALL MAJOR FIELDS for both public studies are as follows: 33.6 percent vs. 29.3 percent (1990-91) and 34.6 percent vs 29.5 percent (1993-94), respectively.

Finally, the hiring rate of new assistant professors in protective services in the public study was higher in ALL MAJOR FIELDS in 1990-91, 8.7 percent (34/392) vs. 4.9 percent (2,968/61,034), respectively; and higher in 1993-94, 8.5 percent (30/353) vs. 4.3 percent (2,587/60,643), respectively.

RESULTS OF THE TWO PRIVATE STUDIES, 1990-91 and 1993-94

In the PRIVATE 1990-91 salary study in the above table, the reader may note that the discipline/major field of protective services was reported in 24 of the 306 private institutions. The average salary of the 63 faculty was $40,943. This average salary was 1.6 percent higher than the average salary of $40,291 for all 31,693 faculty in ALL MAJOR FIELDS in the 1990-91 private study.

In the PRIVATE 1993-94 salary study in the above table, the discipline/-major field of protective services was reported in 30 of the same 306 private institutions. The average salary of the 68 faculty was $38,735. This average salary was 17.2 percent lower than the average salary of $45,403 for all 32,578 faculty in ALL MAJOR FIELDS in the 1993-94 private study.

The increase in average salaries for all faculty in protective services after three years in the private institutions studied was 5.7 percent ($40,943 minus $38,735 equals $2,208). The CPI of increased cost- of-living between October 1990 and October 1993 was 9.1 percent. A more realistic increase, therefore,in the average faculty salaries over the three-year time period, is 3.4 percent or 1.1 percent each year below the cost-of-living.

The increase in average salaries for all faculty in ALL MAJOR FIELDS after three years in the private institutions studied was 12.7 percent ($45,403 minus

$40,291 equals $5,112). In comparison to the discipline/major field of protective services (3.4%), therefore, the faculty in ALL MAJOR FIELDS increased their salaries by 9.3 percent (12.7% plus 3.4% equals 9.3%) more than faculty in protective services.

In the discipline/major field of protective services, the reader may note that the faculty mix percentage is higher at the professor rank in comparison to the assistant professor rank in the 1990-91 study: 36.5 percent vs. 28.6 percent, respectively; and lower in the 1993-94 study: 26.5 percent vs. 42.6 percent, respectively. The differences in the ranks of professor and assistant professor in ALL MAJOR FIELDS for both private studies are as follows: 32.4 percent vs. 31.5 percent (1990-91), and 33.3 percent vs. 31.1 percent (1993-94), respectively.

Finally, the reader may note that the hiring rate of new assistant professors in protective services was lower than the hiring rate in ALL MAJOR FIELDS in the 1990-91 private study: 1.6 percent (1/63) vs. 4.8 percent (1,513/-31,693), respectively, and higher in the 1993-94 private study: 10.3 percent (7/68) vs. 4.2 percent (1,372/32,578), respectively.

CONCLUDING REMARKS

This article presented salary-trend information on the academic discipline/-major field of protective services and compared that information with ALL MAJOR FIELDS and with the CPI over a period of three years from the "baseline year" of 1990-91 through the "trend year" of 1993-94. Two studies, one for public institutions, and the other for private institutions were conducted for the baseline year and for the trend year--a total of four studies. A total of 876 (.47%) faculty in the discipline/major field of protective services participated and were included in the 42 disciplines/major fields in each of the four studies and in the overall total of 185,948 participating faculty. The same 221 public institutions and the same 306 private institutions in the United States participated in the baseline year and in the trend year.

Although many interpolations and extrapolations of the data may be made, a few of the more important ones are as follows. First, the average faculty salary in the discipline/major field of protective services in 1990-91 in the public and private studies were 9 percent below and 2 percent above the average faculty salary factors for all ranks in ALL MAJOR FIELDS (1.00), respectively. The average faculty salary for all ranks in protective services in 1993-94 in the public and private studies were 9 percent below and 6 percent below the average salary factors for all ranks in ALL MAJOR FIELDS (1.00), respectively.

Second, the CPI of October 1993 increased 9.1 percent from the CPI of October 1990, and indicates that the faculty in protective services in the public institutions received an average annual salary increase of .2 percent above the cost-of-living. In the private institutions the annual average salary increase was 1.1 percent below the cost-of-living.

Third, in the discipline/major field of protective services the professor rank FAC MIX PCTs is lower in the assistant professor rank in the 1990-91 public study and higher in the 1993-94 private study. These data show that protective services is an emerging new field in academia.

Finally, the hiring rate of new assistant professors in protective services in the 1990-91 public study was higher than in ALL MAJOR FIELDS but lower in the 1993-94 private study.

Now that a rather significant data base of average faculty salaries in the individual academic discipline/major field of protective services is being developed, it is anticipated that this current information will be a valuable reference tool for interested administrators and professors.

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APPENDICES:

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B - LIST OF PUBLIC Participating Institutions, page 11

C - LIST OF PRIVATE Participating Institutions, page 14

APPENDIX A

OVERALL LIST OF SELECTED DISCIPLINES

ACCOUNTING
ADMINISTRATIVE ASSISTANT/SECRETARIAL SCIENCE, GENERAL
ANTHROPOLOGY
AREA, ETHNIC, AND CULTURAL STUDIES
BIOLOGICAL SCIENCES/LIFE SCIENCES
BUSINESS ADMINISTRATION AND MANAGEMENT, GENERAL
BUSINESS MANAGEMENT AND ADMINISTRATIVE SERVICES
BUSINESS/MANAGERIAL ECONOMICS
BUSINESS MARKETING AMD MARKETING MANAGEMENT
CHEMISTRY, GENERAL
COMMUNICATIONS
COMMUNICATION TECHNOLOGIES
COMPUTER AND INFORMATION SCIENCES
COUNSELOR EDUCATION COUNSELING AND GUIDANCE SERVICES
DRAMA/THEATER ARTS, GENERAL
ECONOMICS, GENERAL
EDUCATION
ENGINEERING
ENGINEERING-RELATED TECHNOLOGIES
ENGLISH LANGUAGE AND LITERATURE/LETTERS
FOREIGN LANGUAGES AND LITERATURES
GEOGRAPHY
GEOLOGY
HISTORY, GENERAL
HOME ECONOMICS
LIBRARY SCIENCE
MATHEMATICS
MULTI/INTERDISCIPLINARY STUDIES
MUSIC, GENERAL
NURSING (R.N. TRAINING)
PHILOSOPHY AND RELIGION
PHYSICAL SCIENCES
PHYSICS, GENERAL
POLITICAL SCIENCE, GENERAL
PROTECTIVE SERVICES
PSYCHOLOGY
READING TEACHER EDUCATION
SOCIOLOGY
SPECIAL EDUCATION, GENERAL
SPEECH-LANGUAGE PATHOLOGY AND AUDIOLOGY
TEACHER EDUCATION
VISUAL AND PERFORMING ARTS
TOTAL: 42

APPENDIX B

CUPA Public Faculty Salary-Trend Studies: 1990-91 and 1993-94

Institutions Participating in Both Studies:

Alabama A&M University (AL)
Angelo State University (TX)
Appalachian State University (NC)
Arkansas State University (AR)
Arkansas Technical University (AR)
Armstrong State College (GA)
Auburn University of Montgomery (AL)
Augusta College (GA)
Austin Peay State University (TN)
Ball State University (IN)
Black Hills State University (SD)
Bluefield State College (WV)
Boise State University (ID)
Bowie State University (MD)
Bridgewater State College (MA)
California State University Sacramento (CA)
California State University Stanislaus (CA)
Castleton State College (VT)
Central Michigan University (MI)
Central Missouri State University (MO)
Christopher Newport University (VA)
Clarion University of Pennsylvania (PA)
Cleveland State University (OH)
Clinch Valley College of the University of Virginia (VA)
College of Staten Island of the City University of New York (NY)
Columbus College (GA)
Dakota State University (SD)
Delta State University (MS)
Dickinson State University (ND)
East Central University (OK)
East Stroudsburg University (PA)
East Tennessee State University (TN)
East Texas State University (TX)
Eastern Connecticut State University (CT)
Eastern Illinois University (IL)
Eastern Kentucky University (KY)
Eastern Michigan University (MI)
Eastern Montana College (MT)
Eastern New Mexico University (NM)
Eastern Oregon State College (OR)
Eastern Washington University (WA)
Edinboro University of Pennsylvania (PA)
Emporia State University (KS)
Fitchburg State College (MA)
Fort Hays State University (KS)
Fort Lewis College (CO)
Framingham State College (MA)
Francis Marion University (SC)
Georgia College (GA)
Georgia Southern University (GA)
Georgia Southwestern College (GA)
Grambling State University (LA)
Grand Valley State University (MI)
Harris-Stowe State College (MO)
Henderson State University (AR)
Illinois State University (IL)
Indiana University of Pennsylvania (PA)
Jacksonville State University (AL)
James Madison University (VA)
Keene State College (NH)
Kennesaw State College (GA)
Kent State University (OH)
Kutztown University of Pennsylvania (PA)
Lake Superior State University (MI)
Lander College (SC)
Livingston University (AL)
Longwood College (VA)
Louisiana State University in Shreveport (LA)
Louisiana Tech University (LA)
Mankato State University (MN)
Marshall University (WV)
Mayville State University (NE)
McNeese State University (LA)
Mesa State College (CO)
Metropolitan State College of Denver (CO)
Middle Tennessee State University (TN)
Millersville University of Pennsylvania (PA)
Minot State University (ND)
Mississippi Valley State University (MS)
Missouri Southern State College (MO)
Missouri Western State College (MO)
Montana College of Mineral Science and Technology (MT)
Montclair State College (NJ)
Moorhead State University (MN)
Morehead State University (KY)
Morgan State University (MD)
Murray State University (KY)
New Mexico Highlands University (NM)
Nicholls State University (LA)
North Adams State College (MA)
North Carolina Agricultural and Technical State University (NC)

Participating Institutions (continued):

Northeast Louisiana University (LA)
Northeast Missouri State University (MO)
Northeastern Illinois University (IL)
Northern Arizona University (AZ)
Northern Illinois University (IL)
Northern Kentucky University (KY)
Northern State University (SD)
Northwest Missouri State University (MO)
Northwestern State University (LA)
Oakland University (MI)
Oklahoma Panhandle State University (OK)
Old dominion University (VA)
Oregon Institute of Technology (OR)
Peru State College (NE)
Pittsburg State University (KS)
Portland State University (OR)
Prairie View A&M University (TX)
Purdue University Calumet (IN)
Ramapo College of New Jersey (NJ)
Rhode Island College (RI)
Saginaw Valley State University (MI)
Salem State College (MA)
Salisbury State University (MD)
San Diego State University (CA)
Sangamon State University (IL)
Shawnee State University (OH)
Shippensburg University of Pennsylvania (PA)
Sonoma State University (CA)
Southeast Missouri State University (MO)
Southwastern Louisiana University (LA)
Southeastern Oklahoma State University (OK)
Southern Arkansas University (AR)
Southern college of Technology (GA)
Southern Connecticut State University (CT)
Southern Illinois University at Edwardsville (IL)
Southwest Missouri State University (MO)
Southwest Texas State University (TX)
St. Claud State University (NM)
State University of New York at Brockport (NY)
State University of New York College at Fredonia (NY)
State University of New York College at Geneseo (NY)
State University of New York College at Oneonta (NY)
State University of New York College at Oswego (NY)
State University of New York College at Plattsburgh (NY)
State University of New York College at Potsdam (NY)
Tarleton State University (TX)
Tennessee Technological University (TN)
Texas A&M University-Corpus Christi TX)
Texas Woman's University (TX)
Towson State University (MD)
Trenton State College (NJ)
University of Akron (OH)
University of Alabama in Huntsville (AL)
University of Alaska Southeast (AK)
University of Arkansas at Little Rock (AR)
University of Central Florida (FL)
University of Central Oklahoma (OK)
University of Colorado at Colorado Springs (CO)
University of Guam (GU)
University of Houston-Clear Lake (TX)
University of Maine at Farmington (ME)
University of Maine at Fort Kent (ME)
University of Maryland Baltimore County (MD)
University of Massachusetts Dartmouth (MA)
University of Massachusetts Lowell (MA)
University of Memphis (TN)
University of Missouri-St. Louis (MO)
University of Montevallo (AL)
University of Nebraska at Kearney (NE)
University of Nebraska at Omaha (NE)
University of North Carolina at Asheville (NC)
University of North Carolina at Charlotte (NC)
University of North Carolina at Greensboro (NC)
University of North Carolina at Wilmington (NC)
University of North Texas (TX)
University of Pittsburgh at Bradford (PA)
University of Puerto Rico-Cayey (PR)
University of Puerto Rico-Humacao University College (PR)
University of Science and Arts of Oklahoma (OK)
University of South Alabama (AL)
University of South Carolina at Spartanburg (SC)
University of Southern Carolina-Aiken (SC)
University of South Florida (The) (FL)
University of Southern Colorado (CO)
University of Southern Indiana (IN)
University of Southern Maine (ME)
University of Southern Mississippi (MS)
University of Southwestern Louisiana (LA)
University of Tennessee at Chattanooga (TN)
University of Texas at Dallas (The) (TX)
University of Texas at El Paso (The) (TX)
University of Texas at San Antonio (TX)
University of Texas at Tyler (The) (TX)

Participating Institutions (continued):

University of the Virgin Islands (VI)
University of West Florida (FL)
University of Wisconsin-Eau Claire (WI)
University of Wisconsin-Green Bay (WI)
University of Wisconsin-LaCrosse (WI)
University of Wisconsin-Oshkosh (WI)
University of Wisconsin-Parkside (WI)
University of Wisconsin-Platteville (WI)
Univesrity of Wisconsin-Stevens Point (WI)
University of Wisconsin-Superior (WI)
University of Wisconsin-Whitewater (WI)
Valley City State University (ND)
Washburn University (KS)
Wayne State College (NE)
Weber State University (UT)
West Chester University of Pennsylvania (PA)
West Georgia College (GA)
Western Carolina University (NC)
Western Illinois University (IL)
Western Kentucky University (KY)
Western Michigan University (MI)
Western Montana College (MT)
Western Oregon State College (OR)
Western Washington University (WA)
Wichita State University (The) (KS)
William Paterson College of New Jersey (NJ)
Winston-Salem State University (NC)
Wright State University (OH)
Youngstown State University (OH)

Total Institutions = 221

APPENDIX C

CUPA Private Faculty Salary-Trend Studies: 1990-91 and 1993-94

Institutions Participating in Both Studies:

Abilene Christian University (TX)
Adrian College (MI)
Agnes Scott College (GA)
Albertus Magnus College (CT)
Alfred University (NY)
Allenton College of St. Francis de Sales (PA)
Alma College (MI)
Alvernia College (PA)
Alverno College (WI)
American University (The) (DC)
Amherst College (MA)
Anderson University (IN)
Anna Maria College (MA)
Aquinas College (MI)
Arkansas College (AR)
Ashland University (OH)
Aurora University (IL)
Avila College (MO)
Azusa Pacific University (CA)
Babson College (MA)
Baker College of Flint (MI)
Baldwin-Wallace College (OH)
Barry University (FL)
Beaver College (PA)
Bellarmine College (KY)
Belmont University (TN)
Benedict College (SC)
Benedictine College (KS)
Bentley College (MA)
Bethany College (KS)
Bethany College (WV)
Bethel College (IN)
Bethel College (MN)
Birmingham-Southern College (AL)
Blackburn University (IL)
Bloomfield College (NJ)
Bradley University (OH)
Bridgewater College (VA)
Bryn Mawr College (PA)
Cabrini College (PA)
Caldwell College (NJ)
Calvin College (MI)
Capitol College (MD)
Catawba College (NC)
Catholic University of America (DC)
Centenary College of Louisiana (LA)
Central Baptist College (AR)
Central College (IA)
Charleston Southern University (SC)
Christian Brothers University (TN)
Clarke College (IA)
Clarkson University (NY)
Clear Creek Baptist Bible College (KY)
Coker College (SC)
College of Great Falls (MT)
College of Mount Saint Vincent (NY)
College of Notre Dame (CA)
College of Notre Dame of Maryland (MD)
College of Saint Benedict (MN)
College of Saint Elizabeth (NJ)
College of Saint Rose (NY)
College of St. Catherine (MN)
College of St. Scholastica (MN)
College of the Southwest (NM)
Columbia College (MO
Columbia College (SC)
Concordia College (MN)
Concordia College (NE)
Concordia University Wisconsin (WI)
Cornell College (IA)
Creighton University (NE)
D'Youville College (NY)
Dakota Wesleyan University (SD)
Davidson College (NC)
Davis & Elkins College (WV)
Defiance College (The) (OH)
DePaul University (IL)
Dickinson College (PA)
Doane College (NE)
Dominican College (NY)
Dordt College (IA)
Drake University (IA)
Drew University (NJ)
Drexel University (PA)
Drury College (MO)
Duquesne University (PA)
Eckerd College (FL)
Edgewood College (WI)
Elizabethtown College (PA)
Elmira College (NY)
Emory & Henry College (VA)
Fairfield University (CT)
Ferrum College (VA)
Franciscan University of Steubenville (OH)
Franklin and Marshall College (PA)
Freed-Hardeman University (TN)
Friends University (KS)
Furman University (SC)

Gordon College (MA)
Goshen College (IN)
Great Lakes Bible College (MI)
Grinnell College (IA)
Guilford College (NC)
Hampton University (VA)
Hartwick College (NY)
Hastings College (NE)
Heidelberg College (OH)
Hilbert College (NY)
Hobart and William Smith College (NY)
Holy Family College (PA)
Holy Names College (CA)
Hope College (MI)
Houghton College (NY)
Immaculata College (PA)
Iona College (NY)
Jamestown College (ND)
John Carroll University (OH)
Johnson C. Smith University (NC)
Kalamazoo College (MI)
Kenyon College (OH)
King's College (PA)
La Roche College (PA)
LaGrange College (GA)
Lakeland College (WI)
Lancaster Bible College (PA)
Le Moyne College (NY)
Le Tourneau College (TX)
Lebanon Valley College (PA)
Lees-McRae College (NC)
Limestone College (SC)
Lindsey Wilson College (KY)
Linfield College (OR)
Loras College (IA)
Loyola College (MD)
Loyola Marymount University (CA)
Lubbock Christian University (TX)
Lycoming College (PA)
Lynchburg College (VA)
Malone College (OH)
Manhattan College (NY)
Marist College (NY)
Mars Hill College (NC)
Mary Baldwin College (VA)
Marymount College (NY)
Maryville University of St. Louis (MO)
Marywood College (PA)
Massachusetts Institute of Technology (MA)
Medaille College (NY)
Memphis Theological Seminary (TN)
Mercer University (GA)
Midland Lutheran College (NE)
Midway College (KY)
Millikin University (IL)
Monmouth College (NJ)
Montreat-Anderson College (NC)
Moravian College (PA)
Mount Union College (OH)
Muhlenberg College (PA)
Muskingum College (OH)
Neumann College (PA)
Niagara University (NY)
North Central College (IL)
Northeastern University (MA)
Northland College (WI)
Northwest College (WA)
Northwestern College (IA)
Norwich University (VT)
Notre Dame College (OH)
Oakwood College (AL)
Occidental College (CA)
Oglethorpe University (GA)
Ohio Northern University (OH)
Ohio Wesleyan College (OH)
Olivet Nazarene College (IL)
Our Lady of Holy Cross College (LA)
Our Lady of the Lake University (TX)
Pace University (NY)
Pacific Luthern University (WA)
Palm Beach Atlantic College (FL)
Pepperdine University (CA)
Pikeville College (KY)
Pine Manor College (MA)
Point Park College (PA)
Presbyterian College (SC)
Quincy College (IL)
Quinnipiac College (CT)
Randolph-Macon College (VA)
Randolph-Macon Woman's College (VA)
Reed College (OR)
Reformed Bible College (MI)
Rider College (NJ)
Ripon College (WI)
Rivier College (NH)
Robert Morris College (PA)
Rockhurst College (MO)
Rocky Mountain College (MT)
Rollins College (FL)
Roosevelt University (IL)
Rosary College (IL)
Rose-Hulman Institute of Technology (IN)
Russell Sage College (NY)
Sacred Heart University (CT)
St. Ambrose University (IA)
St. Bonaventure University (NY)
St. Edward's University (TX)
St. Francis College (NY)
Saint Francis College (PA)
St. John Fisher College (NY)
Saint Joseph's University (PA)
Saint Martin's College (WA)
Saint Mary College (KS)
Saint Mary's College (IN)
Saint Mary's College of California (CA)
St. Mary's University of San Antonio (TX)

Participating Institutions (continued):

Rocky Mountain College (MT)
Rollins College (FL)
Roosevelt University (IL)
Rosary College (IL)
Rose-Hulman Institute of Technology (IN)
Russell Sage College (NY)
Sacred Heart University (CT)
Saint Francis College (PA)
Saint Joseph's University (PA)
Saint Martin's College (WA)
Saint Mary College (KS)
Saint Mary's College (IN)
Saint Mary's College of California (CA)
Saint Meinrad College (IN)
Saint Vincent College (PA)
Salem College (NC)
Santa Clara University (CA)
Schreiner College (TX)
Scripps College (CA)
Seattle Pacific University (WA)
Seattle University (WA)
Seton Hill College (PA)
Shorter College (GA)
Siena Heights College (MI)
Simpson College (IA)
Simpson College (CA)
Sioux Falls College (SD)
Skidmore College (NY)
Southwestern Assemblies of God College (TX)
Spalding University (KY)
Spring Hill College (AL)
St. Ambrose University (IA)
St. Bonaventure University (NY)
St. Edward's University (TX)
St. Francis College (NY)
St. John Fisher College (NY)
St. John's University (MN)
St. Norbert College (WI)
St. Thomas University (FL)
Stanford University (CA)
Stillman College (AL)
Susquehanna University (PA)
Syracuse University (NY)
Tabor College (KS)
Teikyo Westmar University (IA)
Texas Christian University (TX)
Thomas More College (KY)
Tiffin University (OH)
Transylvania University (KY)
Tri-State University (IN)
Tusculum College (TN)
Tuskegee University (AL)
Union Institute (The) (OH)
Union University (TN)
University of Bridgeport (CT)
University of Central Texas (TX)
University of Charleston (The) (WV)
University of Dallas (TX)
University of Dayton (OH)
University of Denver (CO)
University of Dubuque (IA)
University of Evansville (IN)
University of La Verne (CA)
University of Miami (FL)
University of New Haven (CT)
University of Portland (OR)
University of Richmond (VA)
University of San Diego (CA)
University of San Francisco (CA)
University of St. Thomas (TX)
University of St. Thomas (MN)
University of the Ozarks (AR)
University of The South (The) (TN)
University of Tulsa (OK)
Upper Iowa University (IA)
Villanova University (PA)
Viterbo College (WI)
Walsh College (OH)
Warner Southern College (FL)
Wartburg College (IA)
Washington and Jefferson College (PA)
Washington and Lee University (VA)
Washington College (MD)
Webber College (FL)
Wesley College (DE)
Wesleyan College (GA)
Western Baptist College (OR)
Western Maryland College (MD)
Westminster College (PA)
Westminster College of Salt Lake City (UT)
Wheaton College (MA)
Wheeling Jesuit College, Inc. (WV)
Whittier College (CA)
Widener University (PA)
William Jewell College (MO)
Wilmington College (OH)
Wilmington College (DE)
Wingate College (NC)
Wisconsin Lutheran College (WI)
Woodbury University (CA)
York College of Pennsylvania (PA)

Total Institutions: 306

SALARY-TREND STUDY OF FACULTY IN PSYCHOLOGY
FOR THE YEARS
1990-91 AND 1993-94

By
Richard D. Howe
and
Bobby Joel Rudder

Since 1982-83 the College and University Personnel Association (CUPA) in Washington, D.C., in cooperation with Appalachian State University in Boone, North Carolina, has conducted annual national faculty salary studies by discipline and rank each year through 1993-94. Each year two separate studies are conducted, one for public senior colleges and universities, and the other for private senior colleges and universities.

Salary data for each study were collected and tabulated for full-time teaching faculty in 42 selected academic disciplines including psychology. The disciplines were chosen from among those defined by _A Classification of Instructional Programs_ (_CIP_), 1990. The definition of the discipline/major field of psychology in the _CIP_ is as follows:

> A summary of groups of instructional programs that describe the scientific study of the behavior of individuals, independently or collectively, and the physical and environmental bases of mental, emotional and neurological activity.*
>
> [*_A Classification of Instructional Programs_ (Washington, D.C.: National Center for Education Statistics, [1990], p. 136--42.).]

This article presents a summary of the overall average salary increases in the discipline/major field of psychology from the "baseline year" of 1990-91 to and including the "trend year" of 1993-94 for both public and private institutions. Of the 282 institutions which participated in CUPA's PUBLIC study of 1990-91, 221 also participated in 1993-94. Data from those same 221 institutions were used in both the baseline year and the trend year. Of the 494 institutions which participated in CUPA's PRIVATE study of 1990-91, 306 also participated in 1993-94. Data from those same 306 institutions were used in both the baseline year and the trend year.

This article lists the average salaries of psychology for both public and private participating institutions by rank, including NEW ASST PROF (new assistant professor), the FAC MIX PCT (faculty mix percentage) and the SALARY FACTOR. In addition, comparisons are made with the CPI (Consumer Price Index) of changes in cost-of-living between the two studies for each of the two study years (1990-91 and 1993-94).

The CPI uses a base period of 1982-84 and is based on prices of food, clothing, shelter and fuels, transportation, medical care, entertainment, and other goods and services that people buy for day-to-day living. In examining trends in faculty salary, it is important to consider any changes in the purchasing power of salaries due to inflation. Thus by comparing changes in the faculty salaries with the CPI, a more precise representation of "real" salary increases is yielded.

The salary is based on a nine- or ten-month academic year salary of full-time faculty only. It does not include any faculty members teaching less than 51 percent. Salary for summer academic work, fringe benefits, and perquisites are not included in the salary data. The average salary is based on the study information with the assumption that all employees are full-time. The average salary displayed is an average of all faculty salaries reported for a given rank and discipline.

The "NUM" means the number of faculty members whose salaries were included to compute the average salary.

The "N/IN" means the number of institutions that reported salary data for a given academic rank and discipline/major field.

The FAC MIX PCT is the percentage of faculty in a given discipline/major

field who hold a given academic rank. For example, a FAC MIX PCT factor of 28.5 for associate professor of psychology in the 1990-91 public study means that 28.5 percent of the faculty in that discipline/major field hold the rank of associate professor.

The SALARY FACTOR for a given rank of a given discipline/major field is the ratio of the average salary to the total average salary of all institutions in each of the four studies: PUBLIC 1990-91, PUBLIC 1993-94, PRIVATE 1990-91 and PRIVATE 1993-94. For example, a SALARY FACTOR of .97 for associate professors in the discipline/major field of psychology in the 1990-91 public study means that their average salary is 3 percent lower than the average salary of all associate professors in all institutions in that study.

NEW ASST PROF is the grouping of assistant professors who were hired for the first time in the fall of the study year (1990-91 or 1993-94). All information for this group was included in the ASST PROF group for reporting purposes. This group is used mainly for new hiring information.

ALL MAJOR FIELDS is the entire data base for all 42 disciplines/major fields in each of the four studies. It is used to compare, among other things, the discipline/major field of psychology with the entire data base for each study.

Of particular importance to the reader is noting the size of the sample on which each percentage or dollar value is based. The smaller the number in the group, the greater the effect of extreme scores on a descriptive statistic such as the average. It should be noted also that any large disparity in the sample sizes between the "baseline year" of 1990-91 and the "trend year" of 1993-94 will lessen the reliability and validity of any conclusions that one might make based on a simple comparison of averages.

	PROF			ASSO PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN
PUBLIC, 1990-91:							DISCIPLINE: PSYCHOLOGY MAJOR FIELD: PSYCHOLOGY											
AVERAGE SALARY:	48851	1110	186	39188	717	185	31710	620	174	30394	124	85	26534	72	48	41244	2519	203
FAC MIX PCT:	44.1%			28.5%			24.6%			4.9%			2.9%			100.0%		
SALARY FACTOR:	0.99			0.97			0.95			0.94			1.02			1.03%		
							ALL MAJOR FIELDS											
AVERAGE SALARY:	49382	20535		40201	17323		33479	17898		32406	2968		25977	5278		40089	61034	221
FAC MIX PCT:	33.6%			28.4%			29.3%			4.9%			8.6%			100.0%		
PUBLIC, 1993-94:							DISCIPLINE: PSYCHOLOGY MAJOR FIELD: PSYCHOLOGY											
AVERAGE SALARY:	53227	1130	189	41824	683	185	34164	703	185	31995	125	86	27207	26	22	44429	2571	204
FAC MIX PCT:	44.0%			26.6%			27.3%			4.9%			2.1%			100.0%		
SALARY FACTOR:	0.99			0.96			0.94			0.92			0.99			1.02		
							ALL MAJOR FIELDS											
AVERAGE SALARY:	53700	20965		43457	17404		36275	17890		34850	2587		27419	4384		43720	60643	221
FAC MIX PCT:	34.6%			28.7%			29.5%			4.3%			7.2%			100.0%		
PRIVATE, 1990-91:							DISCIPLINE: PSYCHOLOGY MAJOR FIELD: PSYCHOLOGY											
AVERAGE SALARY:	48437	496	205	36898	428	195	30384	417	203	29142	86	70	25013	31	28	38822	1372	274
FAC MIX PCT:	36.2%			31.2%			30.4%			6.3%			2.3%			100.0%		
SALARY FACTOR:	0.95			0.94			0.93			0.94			0.95			0.96		
							ALL MAJOR FIELDS											
AVERAGE SALARY:	51194	10278		39238	9563		32704	9984		30965	1513		26246	1868		40291	31693	306
FAC MIX PCT:	32.4%			30.2%			31.5%			4.8%			5.9%			100.0%		
PRIVATE, 1993-94:							DISCIPLINE: PSYCHOLOGY MAJOR FIELD: PSYCHOLOGY											
AVERAGE SALARY:	54029	560	207	42188	482	189	33971	414	193	31898	79	66	27169	34	30	44012	1490	275
FAC MIX PCT:	37.6%			32.3%			27.8%			5.3%			2.3%			100.0%		
SALARY FACTOR:	0.93			0.96			0.94			0.95			0.95			0.97		
							ALL MAJOR FIELDS											
AVERAGE SALARY:	57805	10854		43900	9968		36283	10119		33719	1372		28694	1637		45403	32578	306
FAC MIX PCT:	33.3%			30.6%			31.1%			4.2%			5.0%			100.0%		

RESULTS OF THE TWO PUBLIC STUDIES, 1990-91 AND 1993-94

In the PUBLIC 1990-91 salary study in the above table, the reader may note that the discipline/major field of psychology was reported in 203 of the 221 public institutions. The average salary of the 2,519 faculty was $41,244. This average salary was approximately 2.9 percent higher than the average salary of $40,089 for all 61,034 faculty in ALL MAJOR FIELDS in the 1990-91 public study.

In the PUBLIC 1993-94 salary study in the above table, the discipline/major field of psychology was reported in 204 of the same 221 public institutions. The average salary of the 2,571 faculty was $44,429. This average salary was approximately 1.7 percent higher than the average salary of $43,720 for all 60,043 faculty in ALL MAJOR FIELDS in the 1993-94 public study.

The increase in average salaries for all faculty in the discipline/major field of psychology after three years in the public institutions studied was 7.7 percent ($44,429 minus $41,244 equals $3,185). The CPI of increased cost-of-living between October 1990 and October 1993 was 9.1 percent. In comparison with the CPI, there was a relative increase in psychology average faculty salaries over the three-year period by 1.4 percent or an average of .5 percent each year below the cost-of-living.

The increase in average salaries for all faculty in ALL MAJOR FIELDS after three years in the public institutions studied was 9.1 percent ($43,720 minus $40,089 equals $3,631). In comparison to the discipline/major field of psychology (7.7%), therefore, the faculty in ALL MAJOR FIELDS received a relative increase in their salaries of 1.3 percent (9.1% minus 7.7% equals 1.3%) more than faculty in the discipline/major field of psychology.

The reader may note that the faculty mix percentage in psychology is higher at the professor rank than at the assistant professor rank in the 1990-91 study: 44.1 percent vs. 24.6 percent, and in the 1993-94 study it is 44 percent vs. 27.3 percent, respectively. The differences in faculty mix percentage at

the ranks of professor and assistant professor in ALL MAJOR FIELDS for both public studies are as follows: 33.6 percent vs. 29.3 percent (1990-91) and 34.6 percent vs. 29.5 percent (1993-94), respectively.

Finally, the hiring rate of new assistant professors in psychology in the public studies was essentially the same as the hiring rate of ALL MAJOR FIELDS in 1990-91, 4.9 percent (124/2,519) vs. 4.9 percent (2,968/61,034), respectively; and higher in 1993-94, 4.9 percent (125/2,571) vs. 4.3 percent (2,587/60,643), respectively.

RESULTS OF THE TWO PRIVATE STUDIES, 1990-91 AND 1993-94

In the PRIVATE 1990-91 salary study in the above table, the reader may note that the discipline/major field of psychology was reported in 274 of the 306 private institutions. The average salary of the 1,372 faculty was $38,822. This average salary was 3.8 percent lower than the average salary of $40,291 for all 31,693 faculty in ALL MAJOR FIELDS in the 1990-91 private study.

In the PRIVATE 1993-94 salary study in the above table, the discipline/major field of psychology was reported in 275 of the same 306 private institutions. The average salary of the 1,490 faculty was $44,012. This average salary was 3.2 percent lower than the average salary of $45,403 for all 32,578 faculty in ALL MAJOR FIELDS in the 1993-94 private study.

The increase in average salaries for all faculty in psychology after three years in the private institutions studied was 13.4 percent ($44,012 minus $38,822 equals $5,190). The CPI of increased cost-of-living between October 1990 and October 1993 was 9.1 percent. A more realistic increase, therefore, in the average faculty salaries over the three-year time period, is 4.3 percent or 1.4 percent each year above the cost-of-living.

The increase in average salaries for all faculty in ALL MAJOR FIELDS after three years in the private institutions studied was 12.7 percent ($45,403 minus

$40,291 equals $5,112). In comparison to the discipline/major field of psychology (13.4%), therefore, the faculty in ALL MAJOR FIELDS increased their salaries by .7 percent (13.4% minus 12.7% equals .7%) less than faculty in psychology.

In the discipline/major field of psychology, the reader may note that the faculty mix percentage is higher at the professor rank in comparison to the assistant professor rank in both studies: 36.2 percent vs. 30.4 percent (1990-91), respectively; and 37.6 percent vs. 27.8 percent, (1993-94), respectively. The differences in the ranks of professor and assistant professor in ALL MAJOR FIELDS for both private studies are as follows: 32.4 percent vs. 31.5 percent (1990-91), and 33.3 percent vs. 31.1 percent (1993-94), respectively.

Finally, the reader may note that the hiring rate of new assistant professors in psychology was higher than the hiring rate in ALL MAJOR FIELDS in the 1990-91 private study: 6.3 percent (86/1,372) vs. 4.8 percent (1,513/31,693), respectively, and higher in the 1993-94 private study: 5.3 percent (79/1,490) vs. 4.2 percent (1,372/32,578), respectively.

CONCLUDING REMARKS

This article presented salary-trend information on the academic discipline/-major field of psychology and compared that information with ALL MAJOR FIELDS and with the CPI over a period of three years from the "baseline year" of 1990-91 through the "trend year" of 1993-94. Two studies, one for public institutions, and the other for private institutions were conducted for the baseline year and for the trend year--a total of four studies. A total of 7,952 (4.3%) faculty in the discipline/major field of psychology participated and were included in the 42 disciplines/major fields in each of the four studies and in the overall total of 185,948 participating faculty. The same 221 public insti tutions and the same 306 private institutions in the United States participated in the baseline year and in the trend year.

Although many interpolations and extrapolations of the data may be made, a few of the more important ones are as follows. First, the average faculty salary in the discipline/major field of psychology in 1990-91 in the public and private studies was three percent above and four percent below the average faculty salary factors for all ranks in ALL MAJOR FIELDS (1.00), respectively. The average faculty salary for all ranks in psychology in 1993-94 in the public and private studies was two percent above and three percent below the average salary factors for all ranks in ALL MAJOR FIELDS (1.00), respectively.

Second, the CPI of October 1993 increased 9.1 percent from the CPI of October 1990, and indicates that the faculty in psychology in the public institutions received an average annual salary increase of .5 percent below the cost-of-living. In the private institutions the annual average salary increase was 1.4 percent above the cost-of-living.

Third, in the discipline/major field of psychology the professor rank FAC MIX PCTs are higher than those in the assistant professor rank in both the 1990-91 and 1993-94 public and private studies. These data show that psychology is an established discipline/major field in academia.

Finally, the hiring rate of new assistant professors in psychology in the 1990-91 and 1993-94 public studies was essentially the same and higher than in ALL MAJOR FIELDS, respectively. In both the 1990-91 and 1993-94 private studies the hiring rate was higher than in ALL MAJOR FIELDS.

Now that a rather significant data base of average faculty salaries in the individual academic discipline/major field of psychology is being developed, it is anticipated that this current information will be a valuable reference tool for interested administrators and professors.

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APPENDICES:

A - OVERALL LIST OF SELECTED DISCIPLINES, page 10

B - LIST OF PUBLIC Participating Institutions, page 11

C - LIST OF PRIVATE Participating Institutions, page 14

APPENDIX A

OVERALL LIST OF SELECTED DISCIPLINES

ACCOUNTING
ADMINISTRATIVE ASSISTANT/SECRETARIAL SCIENCE, GENERAL
ANTHROPOLOGY
AREA, ETHNIC, AND CULTURAL STUDIES
BIOLOGICAL SCIENCES/LIFE SCIENCES
BUSINESS ADMINISTRATION AND MANAGEMENT, GENERAL
BUSINESS MANAGEMENT AND ADMINISTRATIVE SERVICES
BUSINESS/MANAGERIAL ECONOMICS
BUSINESS MARKETING AMD MARKETING MANAGEMENT
CHEMISTRY, GENERAL
COMMUNICATIONS
COMMUNICATION TECHNOLOGIES
COMPUTER AND INFORMATION SCIENCES
COUNSELOR EDUCATION COUNSELING AND GUIDANCE SERVICES
DRAMA/THEATER ARTS, GENERAL
ECONOMICS, GENERAL
EDUCATION
ENGINEERING
ENGINEERING-RELATED TECHNOLOGIES
ENGLISH LANGUAGE AND LITERATURE/LETTERS
FOREIGN LANGUAGES AND LITERATURES
GEOGRAPHY
GEOLOGY
HISTORY, GENERAL
HOME ECONOMICS
LIBRARY SCIENCE
MATHEMATICS
MULTI/INTERDISCIPLINARY STUDIES
MUSIC, GENERAL
NURSING (R.N. TRAINING)
PHILOSOPHY AND RELIGION
PHYSICAL SCIENCES
PHYSICS, GENERAL
POLITICAL SCIENCE, GENERAL
PROTECTIVE SERVICES
PSYCHOLOGY
READING TEACHER EDUCATION
SOCIOLOGY
SPECIAL EDUCATION, GENERAL
SPEECH-LANGUAGE PATHOLOGY AND AUDIOLOGY
TEACHER EDUCATION
VISUAL AND PERFORMING ARTS

TOTAL: 42

APPENDIX B

CUPA Public Faculty Salary-Trend Studies: 1990-91 and 1993-94

Institutions Participating in Both Studies:

Alabama A&M University (AL)
Angelo State University (TX)
Appalachian State University (NC)
Arkansas State University (AR)
Arkansas Technical University (AR)
Armstrong State College (GA)
Auburn University of Montgomery (AL)
Augusta College (GA)
Austin Peay State University (TN)
Ball State University (IN)
Black Hills State University (SD)
Bluefield State College (WV)
Boise State University (ID)
Bowie State University (MD)
Bridgewater State College (MA)
California State University Sacramento (CA)
California State University Stanislaus (CA)
Castleton State College (VT)
Central Michigan University (MI)
Central Missouri State University (MO)
Christopher Newport University (VA)
Clarion University of Pennsylvania (PA)
Cleveland State University (OH)
Clinch Valley College of the University of Virginia (VA)
College of Staten Island of the City University of New York (NY)
Columbus College (GA)
Dakota State University (SD)
Delta State University (MS)
Dickinson State University (ND)
East Central University (OK)
East Stroudsburg University (PA)
East Tennessee State University (TN)
East Texas State University (TX)
Eastern Connecticut State University (CT)
Eastern Illinois University (IL)
Eastern Kentucky University (KY)
Eastern Michigan University (MI)
Eastern Montana College (MT)
Eastern New Mexico University (NM)
Eastern Oregon State College (OR)
Eastern Washington University (WA)
Edinboro University of Pennsylvania (PA)
Emporia State University (KS)
Fitchburg State College (MA)
Fort Hays State University (KS)
Fort Lewis College (CO)
Framingham State College (MA)
Francis Marion University (SC)
Georgia College (GA)
Georgia Southern University (GA)
Georgia Southwestern College (GA)
Grambling State University (LA)
Grand Valley State University (MI)
Harris-Stowe State College (MO)
Henderson State University (AR)
Illinois State University (IL)
Indiana University of Pennsylvania (PA)
Jacksonville State University (AL)
James Madison University (VA)
Keene State College (NH)
Kennesaw State College (GA)
Kent State University (OH)
Kutztown University of Pennsylvania (PA)
Lake Superior State University (MI)
Lander College (SC)
Livingston University (AL)
Longwood College (VA)
Louisiana State University in Shreveport (LA)
Louisiana Tech University (LA)
Mankato State University (MN)
Marshall University (WV)
Mayville State University (NE)
McNeese State University (LA)
Mesa State College (CO)
Metropolitan State College of Denver (CO)
Middle Tennessee State University (TN)
Millersville University of Pennsylvania (PA)
Minot State University (ND)
Mississippi Valley State University (MS)
Missouri Southern State College (MO)
Missouri Western State College (MO)
Montana College of Mineral Science and Technology (MT)
Montclair State College (NJ)
Moorhead State University (MN)
Morehead State University (KY)
Morgan State University (MD)
Murray State University (KY)
New Mexico Highlands University (NM)
Nicholls State University (LA)
North Adams State College (MA)
North Carolina Agricultural and Technical State University (NC)

Participating Institutions (continued):

Northeast Louisiana University (LA)
Northeast Missouri State University (MO)
Northeastern Illinois University (IL)
Northern Arizona University (AZ)
Northern Illinois University (IL)
Northern Kentucky University (KY)
Northern State University (SD)
Northwest Missouri State University (MO)
Northwestern State University (LA)
Oakland University (MI)
Oklahoma Panhandle State University (OK)
Old dominion University (VA)
Oregon Institute of Technology (OR)
Peru State College (NE)
Pittsburg State University (KS)
Portland State University (OR)
Prairie View A&M University (TX)
Purdue University Calumet (IN)
Ramapo College of New Jersey (NJ)
Rhode Island College (RI)
Saginaw Valley State University (MI)
Salem State College (MA)
Salisbury State University (MD)
San Diego State University (CA)
Sangamon State University (IL)
Shawnee State University (OH)
Shippensburg University of Pennsylvania (PA)
Sonoma State University (CA)
Southeast Missouri State University (MO)
Southwastern Louisiana University (LA)
Southeastern Oklahoma State University (OK)
Southern Arkansas University (AR)
Southern college of Technology (GA)
Southern Connecticut State University (CT)
Southern Illinois University at Edwardsville (IL)
Southwest Missouri State University (MO)
Southwest Texas State University (TX)
St. Claud State University (NM)
State University of New York at Brockport (NY)
State University of New York College at Fredonia (NY)
State University of New York College at Geneseo (NY)
State University of New York College at Oneonta (NY)
State University of New York College at Oswego (NY)
State University of New York College at Plattsburgh (NY)
State University of New York College at Potsdam (NY)
Tarleton State University (TX)
Tennessee Technological University (TN)
Texas A&M University-Corpus Christi TX)
Texas Woman's University (TX)
Towson State University (MD)
Trenton State College (NJ)
University of Akron (OH)
University of Alabama in Huntsville (AL)
University of Alaska Southeast (AK)
University of Arkansas at Little Rock (AR)
University of Central Florida (FL)
University of Central Oklahoma (OK)
University of Colorado at Colorado Springs (CO)
University of Guam (GU)
University of Houston-Clear Lake (TX)
University of Maine at Farmington (ME)
University of Maine at Fort Kent (ME)
University of Maryland Baltimore County (MD)
University of Massachusetts Dartmouth (MA)
University of Massachusetts Lowell (MA)
University of Memphis (TN)
University of Missouri-St. Louis (MO)
University of Montevallo (AL)
University of Nebraska at Kearney (NE)
University of Nebraska at Omaha (NE)
University of North Carolina at Asheville (NC)
University of North Carolina at Charlotte (NC)
University of North Carolina at Greensboro (NC)
University of North Carolina at Wilmington (NC)
University of North Texas (TX)
University of Pittsburgh at Bradford (PA)
University of Puerto Rico-Cayey (PR)
University of Puerto Rico-Humacao University College (PR)
University of Science and Arts of Oklahoma (OK)
University of South Alabama (AL)
University of South Carolina at Spartanburg (SC)
University of Southern Carolina-Aiken (SC)
University of South Florida (The) (FL)
University of Southern Colorado (CO)
University of Southern Indiana (IN)
University of Southern Maine (ME)
University of Southern Mississippi (MS)
University of Southwestern Louisiana (LA)
University of Tennessee at Chattanooga (TN)
University of Texas at Dallas (The) (TX)
University of Texas at El Paso (The) (TX)
University of Texas at San Antonio (TX)
University of Texas at Tyler (The) (TX)

Participating Institutions (continued):

University of the Virgin Islands (VI)
University of West Florida (FL)
University of Wisconsin-Eau Claire (WI)
University of Wisconsin-Green Bay (WI)
University of Wisconsin-LaCrosse (WI)
University of Wisconsin-Oshkosh (WI)
University of Wisconsin-Parkside (WI)
University of Wisconsin-Platteville (WI)
Univesrity of Wisconsin-Stevens Point (WI)
University of Wisconsin-Superior (WI)
University of Wisconsin-Whitewater (WI)
Valley City State University (ND)
Washburn University (KS)
Wayne State College (NE)
Weber State University (UT)
West Chester University of Pennsylvania (PA)
West Georgia College (GA)
Western Carolina University (NC)
Western Illinois University (IL)
Western Kentucky University (KY)
Western Michigan University (MI)
Western Montana College (MT)
Western Oregon State College (OR)
Western Washington University (WA)
Wichita State University (The) (KS)
William Paterson College of New Jersey (NJ)
Winston-Salem State University (NC)
Wright State University (OH)
Youngstown State University (OH)

Total Institutions = 221

APPENDIX C

CUPA Private Faculty Salary-Trend Studies: 1990-91 and 1993-94

Institutions Participating in Both Studies:

Abilene Christian University (TX)
Adrian College (MI)
Agnes Scott College (GA)
Albertus Magnus College (CT)
Alfred University (NY)
Allenton College of St. Francis de Sales (PA)
Alma College (MI)
Alvernia College (PA)
Alverno College (WI)
American University (The) (DC)
Amherst College (MA)
Anderson University (IN)
Anna Maria College (MA)
Aquinas College (MI)
Arkansas College (AR)
Ashland University (OH)
Aurora University (IL)
Avila College (MO)
Azusa Pacific University (CA)
Babson College (MA)
Baker College of Flint (MI)
Baldwin-Wallace College (OH)
Barry University (FL)
Beaver College (PA)
Bellarmine College (KY)
Belmont University (TN)
Benedict College (SC)
Benedictine College (KS)
Bentley College (MA)
Bethany College (KS)
Bethany College (WV)
Bethel College (IN)
Bethel College (MN)
Birmingham-Southern College (AL)
Blackburn University (IL)
Bloomfield College (NJ)
Bradley University (OH)
Bridgewater College (VA)
Bryn Mawr College (PA)
Cabrini College (PA)
Caldwell College (NJ)
Calvin College (MI)
Capitol College (MD)
Catawba College (NC)
Catholic University of America (DC)
Centenary College of Louisiana (LA)
Central Baptist College (AR)
Central College (IA)
Charleston Southern University (SC)
Christian Brothers University (TN)
Clarke College (IA)
Clarkson University (NY)
Clear Creek Baptist Bible College (KY)
Coker College (SC)
College of Great Falls (MT)
College of Mount Saint Vincent (NY)
College of Notre Dame (CA)
College of Notre Dame of Maryland (MD)
College of Saint Benedict (MN)
College of Saint Elizabeth (NJ)
College of Saint Rose (NY)
College of St. Catherine (MN)
College of St. Scholastica (MN)
College of the Southwest (NM)
Columbia College (MO
Columbia College (SC)
Concordia College (MN)
Concordia College (NE)
Concordia University Wisconsin (WI)
Cornell College (IA)
Creighton University (NE)
D'Youville College (NY)
Dakota Wesleyan University (SD)
Davidson College (NC)
Davis & Elkins College (WV)
Defiance College (The) (OH)
DePaul University (IL)
Dickinson College (PA)
Doane College (NE)
Dominican College (NY)
Dordt College (IA)
Drake University (IA)
Drew University (NJ)
Drexel University (PA)
Drury College (MO)
Duquesne University (PA)
Eckerd College (FL)
Edgewood College (WI)
Elizabethtown College (PA)
Elmira College (NY)
Emory & Henry College (VA)
Fairfield University (CT)
Ferrum College (VA)
Franciscan University of Steubenville (OH)
Franklin and Marshall College (PA)
Freed-Hardeman University (TN)
Friends University (KS)
Furman University (SC)

Gordon College (MA)
Goshen College (IN)
Great Lakes Bible College (MI)
Grinnell College (IA)
Guilford College (NC)
Hampton University (VA)
Hartwick College (NY)
Hastings College (NE)
Heidelberg College (OH)
Hilbert College (NY)
Hobart and William Smith College (NY)
Holy Family College (PA)
Holy Names College (CA)
Hope College (MI)
Houghton College (NY)
Immaculata College (PA)
Iona College (NY)
Jamestown College (ND)
John Carroll University (OH)
Johnson C. Smith University (NC)
Kalamazoo College (MI)
Kenyon College (OH)
King's College (PA)
La Roche College (PA)
LaGrange College (GA)
Lakeland College (WI)
Lancaster Bible College (PA)
Le Moyne College (NY)
Le Tourneau College (TX)
Lebanon Valley College (PA)
Lees-McRae College (NC)
Limestone College (SC)
Lindsey Wilson College (KY)
Linfield College (OR)
Loras College (IA)
Loyola College (MD)
Loyola Marymount University (CA)
Lubbock Christian University (TX)
Lycoming College (PA)
Lynchburg College (VA)
Malone College (OH)
Manhattan College (NY)
Marist College (NY)
Mars Hill College (NC)
Mary Baldwin College (VA)
Marymount College (NY)
Maryville University of St. Louis (MO)
Marywood College (PA)
Massachusetts Institute of Technology (MA)
Medaille College (NY)
Memphis Theological Seminary (TN)
Mercer University (GA)
Midland Lutheran College (NE)
Midway College (KY)
Millikin University (IL)
Monmouth College (NJ)
Montreat-Anderson College (NC)
Moravian College (PA)
Mount Union College (OH)
Muhlenberg College (PA)
Muskingum College (OH)
Neumann College (PA)
Niagara University (NY)
North Central College (IL)
Northeastern University (MA)
Northland College (WI)
Northwest College (WA)
Northwestern College (IA)
Norwich University (VT)
Notre Dame College (OH)
Oakwood College (AL)
Occidental College (CA)
Oglethorpe University (GA)
Ohio Northern University (OH)
Ohio Wesleyan College (OH)
Olivet Nazarene College (IL)
Our Lady of Holy Cross College (LA)
Our Lady of the Lake University (TX)
Pace University (NY)
Pacific Luthern University (WA)
Palm Beach Atlantic College (FL)
Pepperdine University (CA)
Pikeville College (KY)
Pine Manor College (MA)
Point Park College (PA)
Presbyterian College (SC)
Quincy College (IL)
Quinnipiac College (CT)
Randolph-Macon College (VA)
Randolph-Macon Woman's College (VA)
Reed College (OR)
Reformed Bible College (MI)
Rider College (NJ)
Ripon College (WI)
Rivier College (NH)
Robert Morris College (PA)
Rockhurst College (MO)
Rocky Mountain College (MT)
Rollins College (FL)
Roosevelt University (IL)
Rosary College (IL)
Rose-Hulman Institute of Technology (IN)
Russell Sage College (NY)
Sacred Heart University (CT)
St. Ambrose University (IA)
St. Bonaventure University (NY)
St. Edward's University (TX)
St. Francis College (NY)
Saint Francis College (PA)
St. John Fisher College (NY)
Saint Joseph's University (PA)
Saint Martin's College (WA)
Saint Mary College (KS)
Saint Mary's College (IN)
Saint Mary's College of California (CA)
St. Mary's University of San Antonio (TX)

Participating Institutions (continued):

Rocky Mountain College (MT)
Rollins College (FL)
Roosevelt University (IL)
Rosary College (IL)
Rose-Hulman Institute of Technology (IN)
Russell Sage College (NY)
Sacred Heart University (CT)
Saint Francis College (PA)
Saint Joseph's University (PA)
Saint Martin's College (WA)
Saint Mary College (KS)
Saint Mary's College (IN)
Saint Mary's College of California (CA)
Saint Meinrad College (IN)
Saint Vincent College (PA)
Salem College (NC)
Santa Clara University (CA)
Schreiner College (TX)
Scripps College (CA)
Seattle Pacific University (WA)
Seattle University (WA)
Seton Hill College (PA)
Shorter College (GA)
Siena Heights College (MI)
Simpson College (IA)
Simpson College (CA)
Sioux Falls College (SD)
Skidmore College (NY)
Southwestern Assemblies of God College (TX)
Spalding University (KY)
Spring Hill College (AL)
St. Ambrose University (IA)
St. Bonaventure University (NY)
St. Edward's University (TX)
St. Francis College (NY)
St. John Fisher College (NY)
St. John's University (MN)
St. Norbert College (WI)
St. Thomas University (FL)
Stanford University (CA)
Stillman College (AL)
Susquehanna University (PA)
Syracuse University (NY)
Tabor College (KS)
Teikyo Westmar University (IA)
Texas Christian University (TX)
Thomas More College (KY)
Tiffin University (OH)
Transylvania University (KY)
Tri-State University (IN)
Tusculum College (TN)
Tuskegee University (AL)
Union Institute (The) (OH)
Union University (TN)
University of Bridgeport (CT)
University of Central Texas (TX)
University of Charleston (The) (WV)
University of Dallas (TX)
University of Dayton (OH)
University of Denver (CO)
University of Dubuque (IA)
University of Evansville (IN)
University of La Verne (CA)
University of Miami (FL)
University of New Haven (CT)
University of Portland (OR)
University of Richmond (VA)
University of San Diego (CA)
University of San Francisco (CA)
University of St. Thomas (TX)
University of St. Thomas (MN)
University of the Ozarks (AR)
University of The South (The) (TN)
University of Tulsa (OK)
Upper Iowa University (IA)
Villanova University (PA)
Viterbo College (WI)
Walsh College (OH)
Warner Southern College (FL)
Wartburg College (IA)
Washington and Jefferson College (PA)
Washington and Lee University (VA)
Washington College (MD)
Webber College (FL)
Wesley College (DE)
Wesleyan College (GA)
Western Baptist College (OR)
Western Maryland College (MD)
Westminster College (PA)
Westminster College of Salt Lake City (UT)
Wheaton College (MA)
Wheeling Jesuit College, Inc. (WV)
Whittier College (CA)
Widener University (PA)
William Jewell College (MO)
Wilmington College (OH)
Wilmington College (DE)
Wingate College (NC)
Wisconsin Lutheran College (WI)
Woodbury University (CA)
York College of Pennsylvania (PA)

Total Institutions: 306

SALARY-TREND STUDY OF FACULTY IN READING TEACHER EDUCATION
FOR THE YEARS
1990-91 AND 1993-94

By
Richard D. Howe
and
Kendall Michelle Stiles

Since 1982-83 the College and University Personnel Association (CUPA) in Washington, D.C., in cooperation with Appalachian State University in Boone, North Carolina, has conducted annual national faculty salary studies by discipline and rank each year through 1993-94. Each year two separate studies are conducted, one for public senior colleges and universities, and the other for private senior colleges and universities.

Salary data for each study were collected and tabulated for full-time teaching faculty in 42 selected academic disciplines including reading teacher education. The disciplines were chosen from among those defined by _A Classification of Instructional Programs_ (_CIP_), 1990. The definition of the discipline/major field of reading teacher education in the _CIP_ is as follows:

> An instructional program that prepares individuals to diagnose reading difficulties and to teach reading programs at various education levels.*
>
> [*_A Classification of Instructional Programs_ (Washington, D.C.: National Center for Education Statistics, [1990], p. 82--13.1315).]

This article presents a summary of the overall average salary increases in the discipline/major field of reading teacher education from the "baseline year" of 1990-91 to and including the "trend year" of 1993-94 for both public and private institutions. Of the 282 institutions which participated in CUPA's PUBLIC study of 1990-91, 221 also participated in 1993-94. Data from those same 221 institutions were used in both the baseline year and the trend year. Of the

494 institutions which participated in CUPA's PRIVATE study of 1990-91, 306 also participated in 1993-94. Data from those same 306 institutions were used in both the baseline year and the trend year.

This article lists the average salaries of reading teacher education for both public and private participating institutions by rank, including NEW ASST PROF (new assistant professor), the FAC MIX PCT (faculty mix percentage) and the SALARY FACTOR. In addition, comparisons are made with the CPI (Consumer Price Index) of changes in cost-of-living between the two studies for each of the two study years (1990-91 and 1993-94).

The CPI uses a base period of 1982-84 and is based on prices of food, clothing, shelter and fuels, transportation, medical care, entertainment, and other goods and services that people buy for day-to-day living. In examining trends in faculty salary, it is important to consider any changes in the purchasing power of salaries due to inflation. Thus by comparing changes in the faculty salaries with the CPI, a more precise representation of "real" salary increases is yielded.

The salary is based on a nine- or ten-month academic year salary of full-time faculty only. It does not include any faculty members teaching less than 51 percent. Salary for summer academic work, fringe benefits, and perquisites are not included in the salary data. The average salary is based on the study information with the assumption that all employees are full-time. The average salary displayed is an average of all faculty salaries reported for a given rank and discipline.

The "NUM" means the number of faculty members whose salaries were included to compute the average salary.

The "N/IN" means the number of institutions that reported salary data for a given academic rank and discipline/major field.

The FAC MIX PCT is the percentage of faculty in a given discipline/major

field who hold a given academic rank. For example, a FAC MIX PCT factor of 23.4 for associate professor of reading teacher education in the 1990-91 public study means that 23.4 percent of the faculty in that discipline/major field hold the rank of associate professor.

The SALARY FACTOR for a given rank of a given discipline/major field is the ratio of the average salary to the total average salary of all institutions in each of the four studies: PUBLIC 1990-91, PUBLIC 1993-94, PRIVATE 1990-91 and PRIVATE 1993-94. For example, a SALARY FACTOR of .95 for associate professors in the discipline/major field of reading teacher education in the 1990-91 public study means that their average salary is 5 percent lower than the average salary of all associate professors in all institutions in that study.

NEW ASST PROF is the grouping of assistant professors who were hired for the first time in the fall of the study year (1990-91 or 1993-94). All information for this group was included in the ASST PROF group for reporting purposes. This group is used mainly for new hiring information.

ALL MAJOR FIELDS is the entire data base for all 42 disciplines/major fields in each of the four studies. It is used to compare, among other things, the discipline/major field of reading teacher education with the entire data base for each study.

Of particular importance to the reader is noting the size of the sample on which each percentage or dollar value is based. The smaller the number in the group, the greater the effect of extreme scores on a descriptive statistic such as the average. It should be noted also that any large disparity in the sample sizes between the "baseline year" of 1990-91 and the "trend year" of 1993-94 will lessen the reliability and validity of any conclusions that one might make based on a simple comparison of averages.

	PROF			ASSO PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN
PUBLIC, 1990-91: DISCIPLINE: EDUCATION MAJOR FIELD: TEACHER EDUCATION																		
AVERAGE SALARY:	48480	537	83	38869	430	81	31983	513	87	30584	111	54	26134	100	40	39094	1580	89
FAC MIX PCT:	34.0%			27.2%			32.5%			7.0%			6.3%			100.0%		
SALARY FACTOR:	0.98			0.97			0.96			0.94			1.01			0.98		
ALL MAJOR FIELDS																		
AVERAGE SALARY:	49382	20535		40201	17323		33479	17898		32406	2968		25977	5278		40089	61034	221
FAC MIX PCT:	33.6%			28.4%			29.3%			4.9%			8.6%			100.0%		
PUBLIC, 1993-94: DISCIPLINE: EDUCATION MAJOR FIELD: TEACHER EDUCATION																		
AVERAGE SALARY:	50117	290	58	40904	272	61	35252	297	62	34221	37	23	27013	74	29	40867	933	70
FAC MIX PCT:	31.1%			29.2%			31.8%			4.0%			7.9%			100.0%		
SALARY FACTOR:	0.93			0.94			0.97			0.98			0.99			0.93		
ALL MAJOR FIELDS																		
AVERAGE SALARY:	53700	20965		43457	17404		36275	17890		34850	2587		27419	4384		43720	60643	221
FAC MIX PCT:	34.6%			28.7%			29.5%			4.3%			7.2%			100.0%		
PRIVATE, 1990-91: DISCIPLINE: EDUCATION MAJOR FIELD: TEACHER EDUCATION																		
AVERAGE SALARY:	39049	129	63	33943	145	74	28684	167	79	28375	33	28	23188	33	25	32731	474	101
FAC MIX PCT:	27.2%			30.6%			35.2%			7.0%			7.0%			100.0%		
SALARY FACTOR:	0.76			0.87			0.88			0.92			0.88			0.81		
ALL MAJOR FIELDS																		
AVERAGE SALARY:	51194	10278		39238	9563		32704	9984		30965	1513		26246	1868		40291	31693	306
FAC MIX PCT:	32.4%			30.2%			31.5%			4.8%			5.9%			100.0%		
PRIVATE, 1993-94: DISCIPLINE: EDUCATION MAJOR FIELD: TEACHER EDUCATION																		
AVERAGE SALARY:	45940	80	43	40099	95	49	33393	124	56	31804	23	19	28382	20	15	38229	319	69
FAC MIX PCT:	25.1%			29.8%			38.9%			7.2%			6.3%			100.0%		
SALARY FACTOR:	0.79			0.91			0.92			0.94			0.99			0.84		
ALL MAJOR FIELDS																		
AVERAGE SALARY:	57805	10854		43900	9968		36283	10119		33719	1372		28694	1637		45403	32578	306
FAC MIX PCT:	33.3%			30.6%			31.1%			4.2%			5.0%			100.0%		

RESULTS OF THE TWO PUBLIC STUDIES, 1990-91 AND 1993-94

In the PUBLIC 1990-91 salary study in the above table, the reader may note that the discipline/major field of reading teacher education was reported in 34 of the 221 public institutions. The average salary of the 167 faculty was $36,600. This average salary was approximately 4 percent lower than the average salary of $40,089 for all 61,034 faculty in ALL MAJOR FIELDS in the 1990-91 public study.

In the PUBLIC 1993-94 salary study in the above table, the discipline/major field of reading teacher education was reported in 38 of the same 221 public institutions. The average salary of the 146 faculty was $43,138. This average salary was approximately 1.4 percent higher than the average salary of $42,720 for all 60,642 faculty in ALL MAJOR FIELDS in the 1993-94 public study.

The increase in average salaries for all faculty in the discipline/major field of reading teacher education after three years in the public institutions studied was 11.8 percent ($43,138 minus $38,563 equals $4,575). The CPI of increased cost-of-living between October 1990 and October 1993 was 9.1 percent. In comparison with the CPI, there was a relative increase in reading teacher education average faculty salaries over the three-year period by 2.7 percent or an average of .09 percent each year above the cost-of-living.

The increase in average salaries for all faculty in ALL MAJOR FIELDS after three years in the public institutions studied was 9.1 percent ($43,720 minus $40,089 equals $3,631). In comparison to the discipline/major field of reading teacher education (11.8%), therefore, the faculty in ALL MAJOR FIELDS received a relative increase in their salaries of 2.7 percent (11.8% minus 9.1% equals 2.7%) less than faculty in the discipline/major field of reading teacher education.

The reader may note that the faculty mix percentage in reading teacher education is higher at the professor rank than at the assistant professor rank in the 1990-91 study: 37.7 percent vs. 28.1 percent, and in the 1993-94 study it is 43.8 percent vs. 21.9 percent, respectively. The differences in faculty mix percentage at the ranks of professor and assistant professor in ALL MAJOR FIELDS for both public studies are as follows: 33.6 percent vs. 29.3 percent (1990-91) and 34.6 percent vs. 29.5 percent (1993-94), respectively.

Finally, the hiring rate of new assistant professors in reading teacher education in the public studies was lower than the hiring rate of ALL MAJOR FIELDS in 1990-91, 1.8 percent (3/167) vs. 4.8 percent (2,968/61,034), respectively; and lower in 1993-94, 4.1 percent (6/146) vs. 4.3 percent (2,587/60,643), respectively.

RESULTS OF THE TWO PRIVATE STUDIES, 1990-91 AND 1993-94

In the PRIVATE 1990-91 salary study in the above table, the reader may note that the discipline/major field of reading teacher education was reported in 101 of the 306 private institutions. The average salary of the 474 faculty was $32,731. This average salary was 18.8 percent lower than the average salary of $40,291 for all 31,693 faculty in ALL MAJOR FIELDS in the 1990-91 private study.

In the PRIVATE 1993-94 salary study in the above table, the discipline/major field of reading teacher education was reported in 69 of the same 306 private institutions. The average salary of the 319 faculty was $38,222. This average salary was 16 percent lower than the average salary of $45,403 for all 32,578 faculty in ALL MAJOR FIELDS in the 1993-94 private study.

The increase in average salaries for all faculty in reading teacher education after three years in the private institutions studied was 16.8 percent ($38,222 minus $32,731 equals $5,491). The CPI of increased cost-of-living between October 1990 and October 1993 was 9.1 percent. A more realistic increase, therefore, in the average faculty salaries over the three-year time period, therefore, in the average faculty salaries over the three-year time period, is 7.7 percent or 2.6 percent each year below cost-of-living.

The increase in average salaries for all faculty in ALL MAJOR FIELDS after three years in the private institutions studied was 12.7 percent ($45,403 minus $40,291 equals $5,112). In comparison to the discipline/major field of reading teacher education (16.8%), therefore, the faculty in ALL MAJOR FIELDS increased their salaries by 4.1% percent (16.8% minus 12.7% equals 4.1%) more than faculty in reading teacher education.

In the discipline/major field of reading teacher education, the reader may note that the faculty mix percentage is higher at the professor rank in comparison to the assistant professor rank in the 1990-91 study: 27.2 percent vs. 35.2 percent, respectively; it is lower, however, in the 1993-94 study: 25.1 percent vs. 38.9 percent, respectively. The differences in the ranks of professor and assistant professor in ALL MAJOR FIELDS for both private studies are as follows: 32.4 percent vs. 31.5 percent (1990-91), and 33.3 percent vs. 31.1 percent (1993-94), respectively.

Finally, the reader may note that the hiring rate of new assistant professors in reading teacher education was higher than the hiring rate in ALL MAJOR FIELDS in the 1990-91 private study: 7.0 percent (33/474) vs. 4.8 percent (1,513/31,693), respectively, and higher in the 1993-94 private study: 7.2 percent (23/319) vs. 4.2 percent (1,372/32,578), respectively.

CONCLUDING REMARKS

This article presented salary-trend information on the academic discipline/-major field of reading teacher education and compared that information with ALL MAJOR FIELDS and with the CPI over a period of three years from the "baseline year" of 1990-91 through the "trend year" of 1993-94. Two studies, one for public institutions, and the other for private institutions were conducted for the baseline year and for the trend year--a total of four studies. A total of 370 (.2%) faculty in the discipline/major field of reading teacher education participated and were included in the 42 disciplines/major fields in each of the four studies and in the overall total of 185,948 participating faculty. The same 221 public institutions and the same 306 private institutions in the United States participated in the baseline year and in the trend year.

Although many interpolations and extrapolations of the data may be made, a few of the more important ones are as follows. First, the average faculty salary in the discipline/major field of reading teacher education in 1990-91 in the public and private studies were 2 percent below and 19 percent below the average faculty salary factors for all ranks in ALL MAJOR FIELDS (1.00), respectively. The average factors for all ranks in reading teacher education in 1993-94 in the public and private studies were 7 percent and 16 percent below the average salary factors for all ranks in ALL MAJOR FIELDS (1.00), respectively.

Second, the CPI of October 1993 increased 9.1 percent from the CPI of October 1990, and indicates that the faculty in reading teacher education in the public institutions received an average annual salary increase of 0.9 percent above the cost-of-living. In the private institutions the annual average salary increase was 2.6 percent below the cost-of-living.

Third, in the discipline/major field of reading teacher education the professor rank FAC MIX PCTs are lower than those in the assistant professor rank in the 1993-94 public study and the 1990-91 and 1993-94 private studies. The professor rank in higher than the assistant professor rank in the 1990-91 public study.

Finally, the hiring rate of new assistant professors in reading teacher education in the 1993-94 public study was lower than in ALL MAJOR FIELDS but higher in the other three studies: 1990-91 public and the 1990-91 and 1993-94 private studies.

Now that a rather significant data base of average faculty salaries in the individual academic discipline/major field of reading teacher education is being developed, it is anticipated that this current information will be a valuable reference tool for interested administrators and professors.

Richard D. Howe is the originator and director of the annual CUPA faculty salary studies. He is a professor of leadership and higher education at Appalachian State University, Boone, North Carolina. Co-author Kendall Michelle Stiles is a graduate student at Appalachian State University.

APPENDICES:

A - OVERALL LIST OF SELECTED DISCIPLINES, page 10

B - LIST OF PUBLIC Participating Institutions, page 11

C - LIST OF PRIVATE Participating Institutions, page 14

APPENDIX A

OVERALL LIST OF SELECTED DISCIPLINES

ACCOUNTING
ADMINISTRATIVE ASSISTANT/SECRETARIAL SCIENCE, GENERAL
ANTHROPOLOGY
AREA, ETHNIC, AND CULTURAL STUDIES
BIOLOGICAL SCIENCES/LIFE SCIENCES
BUSINESS ADMINISTRATION AND MANAGEMENT, GENERAL
BUSINESS MANAGEMENT AND ADMINISTRATIVE SERVICES
BUSINESS/MANAGERIAL ECONOMICS
BUSINESS MARKETING AND MARKETING MANAGEMENT
CHEMISTRY, GENERAL
COMMUNICATIONS
COMMUNICATION TECHNOLOGIES
COMPUTER AND INFORMATION SCIENCES
COUNSELOR EDUCATION COUNSELING AND GUIDANCE SERVICES
DRAMA/THEATER ARTS, GENERAL
ECONOMICS, GENERAL
EDUCATION
ENGINEERING
ENGINEERING-RELATED TECHNOLOGIES
ENGLISH LANGUAGE AND LITERATURE/LETTERS
FOREIGN LANGUAGES AND LITERATURES
GEOGRAPHY
GEOLOGY
HISTORY, GENERAL
HOME ECONOMICS
LIBRARY SCIENCE
MATHEMATICS
MULTI/INTERDISCIPLINARY STUDIES
MUSIC, GENERAL
NURSING (R.N. TRAINING)
PHILOSOPHY AND RELIGION
PHYSICAL SCIENCES
PHYSICS, GENERAL
POLITICAL SCIENCE, GENERAL
PROTECTIVE SERVICES
PSYCHOLOGY
READING TEACHER EDUCATION
SOCIOLOGY
SPECIAL EDUCATION, GENERAL
SPEECH-LANGUAGE PATHOLOGY AND AUDIOLOGY
TEACHER EDUCATION
VISUAL AND PERFORMING ARTS
TOTAL: 42

APPENDIX B

CUPA Public Faculty Salary-Trend Studies: 1990-91 and 1993-94

Institutions Participating in Both Studies:

Alabama A&M University (AL)
Angelo State University (TX)
Appalachian State University (NC)
Arkansas State University (AR)
Arkansas Technical University (AR)
Armstrong State College (GA)
Auburn University of Montgomery (AL)
Augusta College (GA)
Austin Peay State University (TN)
Ball State University (IN)
Black Hills State University (SD)
Bluefield State College (WV)
Boise State University (ID)
Bowie State University (MD)
Bridgewater State College (MA)
California State University Sacramento (CA)
California State University Stanislaus (CA)
Castleton State College (VT)
Central Michigan University (MI)
Central Missouri State University (MO)
Christopher Newport University (VA)
Clarion University of Pennsylvania (PA)
Cleveland State University (OH)
Clinch Valley College of the University of Virginia (VA)
College of Staten Island of the City University of New York (NY)
Columbus College (GA)
Dakota State University (SD)
Delta State University (MS)
Dickinson State University (ND)
East Central University (OK)
East Stroudsburg University (PA)
East Tennessee State University (TN)
East Texas State University (TX)
Eastern Connecticut State University (CT)
Eastern Illinois University (IL)
Eastern Kentucky University (KY)
Eastern Michigan University (MI)
Eastern Montana College (MT)
Eastern New Mexico University (NM)
Eastern Oregon State College (OR)
Eastern Washington University (WA)
Edinboro University of Pennsylvania (PA)
Emporia State University (KS)
Fitchburg State College (MA)
Fort Hays State University (KS)
Fort Lewis College (CO)
Framingham State College (MA)
Francis Marion University (SC)
Georgia College (GA)
Georgia Southern University (GA)
Georgia Southwestern College (GA)
Grambling State University (LA)
Grand Valley State University (MI)
Harris-Stowe State College (MO)
Henderson State University (AR)
Illinois State University (IL)
Indiana University of Pennsylvania (PA)
Jacksonville State University (AL)
James Madison University (VA)
Keene State College (NH)
Kennesaw State College (GA)
Kent State University (OH)
Kutztown University of Pennsylvania (PA)
Lake Superior State University (MI)
Lander College (SC)
Livingston University (AL)
Longwood College (VA)
Louisiana State University in Shreveport (LA)
Louisiana Tech University (LA)
Mankato State University (MN)
Marshall University (WV)
Mayville State University (NE)
McNeese State University (LA)
Mesa State College (CO)
Metropolitan State College of Denver (CO)
Middle Tennessee State University (TN)
Millersville University of Pennsylvania (PA)
Minot State University (ND)
Mississippi Valley State University (MS)
Missouri Southern State College (MO)
Missouri Western State College (MO)
Montana College of Mineral Science and Technology (MT)
Montclair State College (NJ)
Moorhead State University (MN)
Morehead State University (KY)
Morgan State University (MD)
Murray State University (KY)
New Mexico Highlands University (NM)
Nicholls State University (LA)
North Adams State College (MA)
North Carolina Agricultural and Technical State University (NC)

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Participating Institutions (continued):

Northeast Louisiana University (LA)
Northeast Missouri State University (MO)
Northeastern Illinois University (IL)
Northern Arizona University (AZ)
Northern Illinois University (IL)
Northern Kentucky University (KY)
Northern State University (SD)
Northwest Missouri State University (MO)
Northwestern State University (LA)
Oakland University (MI)
Oklahoma Panhandle State University (OK)
Old dominion University (VA)
Oregon Institute of Technology (OR)
Peru State College (NE)
Pittsburg State University (KS)
Portland State University (OR)
Prairie View A&M University (TX)
Purdue University Calumet (IN)
Ramapo College of New Jersey (NJ)
Rhode Island College (RI)
Saginaw Valley State University (MI)
Salem State College (MA)
Salisbury State University (MD)
San Diego State University (CA)
Sangamon State University (IL)
Shawnee State University (OH)
Shippensburg University of Pennsylvania (PA)
Sonoma State University (CA)
Southeast Missouri State University (MO)
Southwestern Louisiana University (LA)
Southeastern Oklahoma State University (OK)
Southern Arkansas University (AR)
Southern college of Technology (GA)
Southern Connecticut State University (CT)
Southern Illinois University at Edwardsville (IL)
Southwest Missouri State University (MO)
Southwest Texas State University (TX)
St. Cloud State University (MN)
State University of New York at Brockport (NY)
State University of New York College at Fredonia (NY)
State University of New York College at Geneseo (NY)
State University of New York College at Oneonta (NY)
State University of New York College at Oswego (NY)
State University of New York College at
  Plattsburgh (NY)
State University of New York College at Potsdam (NY)
Tarleton State University (TX)
Tennessee Technological University (TN)
Texas A&M University-Corpus Christi TX)
Texas Woman's University (TX)
Towson State University (MD)
Trenton State College (NJ)
University of Akron (OH)
University of Alabama in Huntsville (AL)
University of Alaska Southeast (AK)
University of Arkansas at Little Rock (AR)
University of Central Florida (FL)
University of Central Oklahoma (OK)
University of Colorado at Colorado Springs (CO)
University of Guam (GU)
University of Houston-Clear Lake (TX)
University of Maine at Farmington (ME)
University of Maine at Fort Kent (ME)
University of Maryland Baltimore County (MD)
University of Massachusetts Dartmouth (MA)
University of Massachusetts Lowell (MA)
University of Memphis (TN)
University of Missouri-St. Louis (MO)
University of Montevallo (AL)
University of Nebraska at Kearney (NE)
University of Nebraska at Omaha (NE)
University of North Carolina at Asheville (NC)
University of North Carolina at Charlotte (NC)
University of North Carolina at Greensboro (NC)
University of North Carolina at Wilmington (NC)
University of North Texas (TX)
University of Pittsburgh at Bradford (PA)
University of Puerto Rico-Cayey (PR)
University of Puerto Rico-Humacao University
  College (PR)
University of Science and Arts of Oklahoma (OK)
University of South Alabama (AL)
University of South Carolina at Spartanburg (SC)
University of Southern Carolina-Aiken (SC)
University of South Florida (The) (FL)
University of Southern Colorado (CO)
University of Southern Indiana (IN)
University of Southern Maine (ME)
University of Southern Mississippi (MS)
University of Southwestern Louisiana (LA)
University of Tennessee at Chattanooga (TN)
University of Texas at Dallas (The) (TX)
University of Texas at El Paso (The) (TX)
University of Texas at San Antonio (TX)
University of Texas at Tyler (The) (TX)

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Participating Institutions (continued):

University of the Virgin Islands (VI)
University of West Florida (FL)
University of Wisconsin-Eau Claire (WI)
University of Wisconsin-Green Bay (WI)
University of Wisconsin-LaCrosse (WI)
University of Wisconsin-Oshkosh (WI)
University of Wisconsin-Parkside (WI)
University of Wisconsin-Platteville (WI)
Univesrity of Wisconsin-Stevens Point (WI)
University of Wisconsin-Superior (WI)
University of Wisconsin-Whitewater (WI)
Valley City State University (ND)
Washburn University (KS)
Wayne State College (NE)
Weber State University (UT)
West Chester University of Pennsylvania (PA)
West Georgia College (GA)
Western Carolina University (NC)
Western Illinois University (IL)
Western Kentucky University (KY)
Western Michigan University (MI)
Western Montana College (MT)
Western Oregon State College (OR)
Western Washington University (WA)
Wichita State University (The) (KS)
William Paterson College of New Jersey (NJ)
Winston-Salem State University (NC)
Wright State University (OH)
Youngstown State University (OH)

Total Institutions = 221

APPENDIX C

CUPA Private Faculty Salary-Trend Studies: 1990-91 and 1993-94

Institutions Participating in Both Studies:

Abilene Christian University (TX)
Adrian College (MI)
Agnes Scott College (GA)
Albertus Magnus College (CT)
Alfred University (NY)
Allenton College of St. Francis de Sales (PA)
Alma College (MI)
Alvernia College (PA)
Alverno College (WI)
American University (The) (DC)
Amherst College (MA)
Anderson University (IN)
Anna Maria College (MA)
Aquinas College (MI)
Arkansas College (AR)
Ashland University (OH)
Aurora University (IL)
Avila College (MO)
Azusa Pacific University (CA)
Babson College (MA)
Baker College of Flint (MI)
Baldwin-Wallace College (OH)
Barry University (FL)
Beaver College (PA)
Bellarmine College (KY)
Belmont University (TN)
Benedict College (SC)
Benedictine College (KS)
Bentley College (MA)
Bethany College (KS)
Bethany College (WV)
Bethel College (IN)
Bethel College (MN)
Birmingham-Southern College (AL)
Blackburn University (IL)
Bloomfield College (NJ)
Bradley University (OH)
Bridgewater College (VA)
Bryn Mawr College (PA)
Cabrini College (PA)
Caldwell College (NJ)
Calvin College (MI)
Capitol College (MD)
Catawba College (NC)
Catholic University of America (DC)
Centenary College of Louisiana (LA)
Central Baptist College (AR)
Central College (IA)
Charleston Southern University (SC)
Christian Brothers University (TN)
Clarke College (IA)
Clarkson University (NY)
Clear Creek Baptist Bible College (KY)
Coker College (SC)
College of Great Falls (MT)
College of Mount Saint Vincent (NY)
College of Notre Dame (CA)
College of Notre Dame of Maryland (MD)
College of Saint Benedict (MN)
College of Saint Elizabeth (NJ)
College of Saint Rose (NY)
College of St. Catherine (MN)
College of St. Scholastica (MN)
College of the Southwest (NM)
Columbia College (MO
Columbia College (SC)
Concordia College (MN)
Concordia College (NE)
Concordia University Wisconsin (WI)
Cornell College (IA)
Creighton University (NE)
D'Youville College (NY)
Dakota Wesleyan University (SD)
Davidson College (NC)
Davis & Elkins College (WV)
Defiance College (The) (OH)
DePaul University (IL)
Dickinson College (PA)
Doane College (NE)
Dominican College (NY)
Dordt College (IA)
Drake University (IA)
Drew University (NJ)
Drexel University (PA)
Drury College (MO)
Duquesne University (PA)
Eckerd College (FL)
Edgewood College (WI)
Elizabethtown College (PA)
Elmira College (NY)
Emory & Henry College (VA)
Fairfield University (CT)
Ferrum College (VA)
Franciscan University of Steubenville (OH)
Franklin and Marshall College (PA)
Freed-Hardeman University (TN)
Friends University (KS)
Furman University (SC)

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Participating Institutions (continued):

Garner-Webb University (NC)
George Washington University (DC)
Georgetown University (DC)
Gonzaga University (WA)
Gordon College (MA)
Goshen College (IN)
Great Lakes Christian College (MI)
Grinnell College (IA)
Guilford College (NC)
Hampton University (VA)
Hartwick College (NY)
Hastings College (NE)
Hebrew College (MA)
Heidelberg College (OH)
Hilbert College (NY)
Hobart and William Smith Colleges (NY)
Holy Family College (PA)
Holy Names College (CA)
Hope College (MI)
Houghton College (NY)
Immaculata College (PA)
Iona College (NY)
Jamestown College (ND)
John Carroll University (OH)
Johnson C. Smith University (NC)
Judson College (AL)
Kalamazoo College (MI)
Kenyon College (OH)
King's College (PA)
La Roche College (PA)
LaGrange College (GA)
Lakeland College (WI)
Lancaster Bible College (PA)
Le Moyne College (NY)
Lebanon Valley College of Pennsylvania (PA)
Lees McRae College (NC)
LeTourneau University (TX)
Limestone College (SC)
Lindsey Wilson College (KY)
Linfield College (OR)
Loras College (IA)
Loyola College in Maryland (MD)
Loyola Marymount University (CA)
Lubbock Christian University (TX)
Lycoming College (PA)
Lynchburg College (VA)
Madonna University (MI)
Malone College (OH)
Manhattan College (NY)
Marist College (NY)
Mars Hill College (NC)
Mary Baldwin College (VA)
Marymount College Tarrytown (NY)
Maryville University of St. Louis (MO)
Marywood College (PA)
Massachusetts Institute of Technology (MA)
Medaille College (NY)
Memphis Theological Seminary (TN)
Mercer University (GA)
Mercy College (NY)
Midland Lutheran College (NE)
Midway College (KY)
Millikin University (IL)
Monmouth College (NJ)
Montreat-Anderson College (NC)
Moravian College (PA)
Mount Union College (OH)
Muhlenberg College (PA)
Muskingum College (OH)
Neumann College (PA)
Niagara University (NY)
North Central College (IL)
Northeastern University (MA)
Northland College (WI)
Northwest College (WA)
Northwestern College (IA)
Norwich Univesrity (VT)
Notre Dame College of Ohio (OH)
Nusson College (ME)
Oakwood College (AL)
Occidental College (CA)
Ohio Northern University (OH)
Ohio Wesleyan University (OH)
Oklahoma Baptist University (OK)
Olivet Nazarene University (IL)
Our Lady of Holy Cross College (LA)
Our Lady of the Lake University (TX)
Pace University (NY)
Pacific Lutheran University (WA)
Palm Beach Atlantic College (FL)
Pepperdine University (CA)
Pfeiffer College (NC)
Pikeville College (KY)
Pine Manor College (MA)
Point Park College (PA)
Presbyterian College (SC)
Quincy College (IL)
Quinnipiac College (CT)
Randolph-Macon College (VA)
Randolph-Macon Woman's College (VA)
Reed College (OR)
Reformed Bible College (MI)
Rensselaer Polytechnic Institute (NY)
Rider College (NJ)
Ripon College (WI)
Rivier College (NH)
Robert Morris College (PA)
Rockhurst College (MO)

Participating Institutions (continued):

Rocky Mountain College (MT)
Rollins College (FL)
Roosevelt University (IL)
Rosary College (IL)
Rose-Hulman Institute of Technology (IN)
Russell Sage College (NY)
Sacred Heart University (CT)
Saint Francis College (PA)
Saint Joseph's University (PA)
Saint Martin's College (WA)
Saint Mary College (KS)
Saint Mary's College (IN)
Saint Mary's College of California (CA)
Saint Meinrad College (IN)
Saint Vincent College (PA)
Salem College (NC)
Santa Clara University (CA)
Schreiner College (TX)
Scripps College (CA)
Seattle Pacific University (WA)
Seattle University (WA)
Seton Hill College (PA)
Shorter College (GA)
Siena Heights College (MI)
Simpson College (IA)
Simpson College (CA)
Sioux Falls College (SD)
Skidmore College (NY)
Southwestern Assemblies of God College (TX)
Spalding University (KY)
Spring Hill College (AL)
St. Ambrose University (IA)
St. Bonaventure University (NY)
St. Edward's University (TX)
St. Francis College (NY)
St. John Fisher College (NY)
St. John's University (MN)
St. Norbert College (WI)
St. Thomas University (FL)
Stanford University (CA)
Stillman College (AL)
Susquehanna University (PA)
Syracuse University (NY)
Tabor College (KS)
Teikyo Westmar University (IA)
Texas Christian University (TX)
Thomas More College (KY)
Tiffin University (OH)
Transylvania University (KY)
Tri-State University (IN)
Tusculum College (TN)
Tuskegee University (AL)
Union Institute (The) (OH)
Union University (TN)
University of Bridgeport (CT)
University of Central Texas (TX)
University of Charleston (The) (WV)
University of Dallas (TX)
University of Dayton (OH)
University of Denver (CO)
University of Dubuque (IA)
University of Evansville (IN)
University of La Verne (CA)
University of Miami (FL)
University of New Haven (CT)
University of Portland (OR)
University of Richmond (VA)
University of San Diego (CA)
University of San Francisco (CA)
University of St. Thomas (TX)
University of St. Thomas (MN)
University of the Ozarks (AR)
University of The South (The) (TN)
University of Tulsa (OK)
Upper Iowa University (IA)
Villanova University (PA)
Viterbo College (WI)
Walsh College (OH)
Warner Southern College (FL)
Wartburg College (IA)
Washington and Jefferson College (PA)
Washington and Lee University (VA)
Washington College (MD)
Webber College (FL)
Wesley College (DE)
Wesleyan College (GA)
Western Baptist College (OR)
Western Maryland College (MD)
Westminster College (PA)
Westminster College of Salt Lake City (UT)
Wheaton College (MA)
Wheeling Jesuit College, Inc. (WV)
Whittier College (CA)
Widener University (PA)
William Jewell College (MO)
Wilmington College (OH)
Wilmington College (DE)
Wingate College (NC)
Wisconsin Lutheran College (WI)
Woodbury University (CA)
York College of Pennsylvania (PA)

Total Institutions: 306

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SALARY-TREND STUDY OF FACULTY IN SOCIOLOGY
FOR THE YEARS
1990-91 and 1993-94

By
Richard D. Howe
and
Faye Sawyer

Since 1982-83 the College and University Personnel Association (CUPA) in Washington, D.C., in cooperation with Appalachian State University in Boone, North Carolina, has conducted annual national faculty salary studies by discipline and rank each year through 1993-94. Each year two separate studies are conducted, one for public senior colleges and universities, and the other for private senior colleges and universities.

Salary data for each study were collected and tabulated for full-time teaching faculty in 42 selected academic disciplines including sociology. The disciplines were chosen from among those defined by _A Classification of Instructional Programs_ (_CIP_), 1990. The definition of the discipline/major field of sociology in the _CIP_ is as follows:

> An instructional program that describes the systematic study of human social institutions and social relationships. Includes instruction in social theory, sociological research methods, social organization and structure, social stratification and hierarchies, dynamics of social change, family structures, social deviance and control, and applications to the study of specific social groups, social institutions, and social problems.*
>
> [*_A Classification of Instructional Programs_ (Washington, D.C.: National Center for Education Statistics, [1990], p. 148--45.1101).]

This article presents a summary of the overall average salary increases in the discipline/major field of sociology from the "baseline year" of 1990-91 to and including the "trend year" of 1993-94 for both public and private institutions. Of the 282 institutions which participated in CUPA's PUBLIC study of

1990-91, 221 also participated in 1993-94. Data from those same 221 institutions were used in both the baseline year and the trend year. Of the 494 institutions which participated in CUPA's PRIVATE study of 1990-91, 306 also participated in 1993-94. Data from those same 306 institutions were used in both the baseline year and the trend year.

This article lists the average salaries of sociology for both public and private participating institutions by rank, including NEW ASST PROF (new assistant professor), the FAC MIX PCT (faculty mix percentage) and the SALARY FACTOR. In addition, comparisons are made with the CPI (Consumer Price Index) of changes in cost-of-living between the two studies for each of the two study years (1990-91 and 1993-94).

The CPI uses a base period of 1982-84 and is based on prices of food, clothing, shelter and fuels, transportation, medical care, entertainment, and other goods and services that people buy for day-to-day living. In examining trends in faculty salary, it is important to consider any changes in the purchasing power of salaries due to inflation. Thus by comparing changes in the faculty salaries with the CPI, a more precise representation of "real" salary increases is yielded.

The salary is based on a nine- or ten-month academic year salary of full-time faculty only. It does not include any faculty members teaching less than 51 percent. Salary for summer academic work, fringe benefits, and perquisites are not included in the salary data. The average salary is based on the study information with the assumption that all employees are full-time. The average salary displayed is an average of all faculty salaries reported for a given rank and discipline.

The "NUM" means the number of faculty members whose salaries were included to compute the average salary.

The "N/IN" means the number of institutions that reported salary data for a

given academic rank and discipline/major field.

The FAC MIX PCT is the percentage of faculty in a given discipline/major field who hold a given academic rank. For example, a FAC MIX PCT factor of 32.9 for associate professor of sociology in the 1990-91 public study means that 32.9 percent of the faculty in that discipline/major field hold the rank of associate professor.

The SALARY FACTOR for a given rank of a given discipline/major field is the ratio of the average salary to the total average salary of all institutions in each of the four studies: PUBLIC 1990-91, PUBLIC 1993-94, PRIVATE 1990-91 and PRIVATE 1993-94. For example, a SALARY FACTOR of .96 for associate professors in the discipline/major field of sociology in the 1990-91 public study means that their average salary is 4 percent lower than the average salary of all associate professors in all institutions in that study.

NEW ASST PROF is the grouping of assistant professors who were hired for the first time in the fall of the study year (1990-91 or 1993-94). All information for this group was included in the ASST PROF group for reporting purposes. This group is used mainly for new hiring information.

ALL MAJOR FIELDS is the entire data base for all 42 disciplines/major fields in each of the four studies. It is used to compare, among other things, the discipline/major field of sociology with the entire data base for each study.

Of particular importance to the reader is noting the size of the sample on which each percentage or dollar value is based. The smaller the number in the group, the greater the effect of extreme scores on a descriptive statistic such as the average. It should be noted also that any large disparity in the sample sizes between the "baseline year" of 1990-91 and the "trend year" of 1993-94 will lessen the reliability and validity of any conclusions that one might make based on a simple comparison of averages.

DISCIPLINE: SOCIAL SCIENCES AND HISTORY
MAJOR FIELD: SOCIOLOGY

PUBLIC, 1990-91:

	PROF SALARY	NUM	N/IN	ASSO PROF SALARY	NUM	N/IN	ASST PROF SALARY	NUM	N/IN	NEW ASST PROF SALARY	NUM	N/IN	INSTRUCTOR SALARY	NUM	N/IN	ALL RANKS SALARY	NUM	N/IN
AVERAGE SALARY:	48089	532	137	38652	457	152	31288	338	128	29034	61	51	25525	62	39	39889	1389	168
FAC MIX PCT:	38.3%			32.9%			24.3%			4.4%			4.5%			100.0%		
SALARY FACTOR:	0.97			0.96			0.93			0.90			0.98			1.00%		

ALL MAJOR FIELDS

	PROF SALARY	NUM	N/IN	ASSO PROF SALARY	NUM	N/IN	ASST PROF SALARY	NUM	N/IN	NEW ASST PROF SALARY	NUM	N/IN	INSTRUCTOR SALARY	NUM	N/IN	ALL RANKS SALARY	NUM	N/IN
AVERAGE SALARY:	49382	20535		40201	17323		33479	17898		32406	2968		25977	5278		40089	61034	221
FAC MIX PCT:	33.6%			28.4%			29.3%			4.9%			8.6%			100.0%		

DISCIPLINE: SOCIAL SCIENCES AND HISTORY
MAJOR FIELD: SOCIOLOGY

PUBLIC, 1993-94:

	PROF SALARY	NUM	N/IN	ASSO PROF SALARY	NUM	N/IN	ASST PROF SALARY	NUM	N/IN	NEW ASST PROF SALARY	NUM	N/IN	INSTRUCTOR SALARY	NUM	N/IN	ALL RANKS SALARY	NUM	N/IN
AVERAGE SALARY:	51233	542	150	41316	374	142	33860	337	138	32241	69	57	27738	43	33	43074	1296	180
FAC MIX PCT:	41.8%			28.9%			26.0%			5.3%			3.3%			100.0%		
SALARY FACTOR:	0.95			0.95			0.93			0.93			1.01			0.99		

ALL MAJOR FIELDS

	PROF SALARY	NUM	N/IN	ASSO PROF SALARY	NUM	N/IN	ASST PROF SALARY	NUM	N/IN	NEW ASST PROF SALARY	NUM	N/IN	INSTRUCTOR SALARY	NUM	N/IN	ALL RANKS SALARY	NUM	N/IN
AVERAGE SALARY:	53700	20965		43457	17404		36275	17890		34850	2587		27419	4384		43720	60643	221
FAC MIX PCT:	34.6%			28.7%			29.5%			4.3%			7.2%			100.0%		

- -

DISCIPLINE: SOCIAL SCIENCES AND HISTORY
MAJOR FIELD: SOCIOLOGY

PRIVATE, 1990-91:

	PROF SALARY	NUM	N/IN	ASSO PROF SALARY	NUM	N/IN	ASST PROF SALARY	NUM	N/IN	NEW ASST PROF SALARY	NUM	N/IN	INSTRUCTOR SALARY	NUM	N/IN	ALL RANKS SALARY	NUM	N/IN
AVERAGE SALARY:	47738	227	132	37011	283	149	30134	223	134	28431	43	36	23975	28	26	37716	761	222
FAC MIX PCT:	29.8%			37.2%			29.3%			5.7%			3.7%			100.0%		
SALARY FACTOR:	0.93			0.94			0.92			0.92			0.91			0.94		

ALL MAJOR FIELDS

	PROF SALARY	NUM	N/IN	ASSO PROF SALARY	NUM	N/IN	ASST PROF SALARY	NUM	N/IN	NEW ASST PROF SALARY	NUM	N/IN	INSTRUCTOR SALARY	NUM	N/IN	ALL RANKS SALARY	NUM	N/IN
AVERAGE SALARY:	51194	10278		39238	9563		32704	9984		30965	1513		26246	1868		40291	31693	306
FAC MIX PCT:	32.4%			30.2%			31.5%			4.8%			5.9%			100.0%		

DISCIPLINE: SOCIAL SCIENCES AND HISTORY3
MAJOR FIELD: SOCIOLOGY

PRIVATE, 1993-94:

	PROF SALARY	NUM	N/IN	ASSO PROF SALARY	NUM	N/IN	ASST PROF SALARY	NUM	N/IN	NEW ASST PROF SALARY	NUM	N/IN	INSTRUCTOR SALARY	NUM	N/IN	ALL RANKS SALARY	NUM	N/IN
AVERAGE SALARY:	53132	262	138	42164	252	141	33889	198	125	32123	44	39	27299	16	15	43534	728	215
FAC MIX PCT:	36.0%			34.6%			27.2%			6.0%			2.2%			100.0%		
SALARY FACTOR:	0.92			0.96			0.93			0.95			0.95%			0.96		

ALL MAJOR FIELDS

	PROF SALARY	NUM	N/IN	ASSO PROF SALARY	NUM	N/IN	ASST PROF SALARY	NUM	N/IN	NEW ASST PROF SALARY	NUM	N/IN	INSTRUCTOR SALARY	NUM	N/IN	ALL RANKS SALARY	NUM	N/IN
AVERAGE SALARY:	57805	10854		43900	9968		36283	10119		33719	1372		28694	1637		45403	32578	306
FAC MIX PCT:	33.3%			30.6%			31.1%			4.2%			5.0%			100.0%		

RESULTS OF THE TWO PUBLIC STUDIES, 1990-91 and 1993-94

In the PUBLIC 1990-91 salary study in the above table, the reader may note that the discipline/major field of sociology was reported in 168 of the 221 public institutions. The average salary of the 1,389 faculty was $39,889. This average salary was approximately .5 percent lower than the average salary of $40,089 for all 61,034 faculty in ALL MAJOR FIELDS in the 1990-91 public study.

In the PUBLIC 1993-94 salary study in the above table, the discipline/major field of sociology was reported in 180 of the same 221 public institutions. The average salary of the 1,296 faculty was $42,074. This average salary was approximately 1.5 percent lower than the average salary of $43,720 for all 60,643 faculty in ALL MAJOR FIELDS in the 1993-94 public study.

The increase in average salaries for all faculty in the discipline/major field of sociology after three years in the public institutions studied was 8.0 percent ($42,074 minus $39,889 equals $3,185). The CPI of increased cost-of-living between October 1990 and October 1993 was 9.1 percent. In comparison with the CPI, there was a relative increase in sociology average faculty salaries over the three-year period by 1.1 percent or an average of .36 percent each year below the cost-of-living.

The increase in average salaries for all faculty in ALL MAJOR FIELDS after three years in the public institutions studied was 9.1 percent ($42,720 minus $40,089 equals $3,631). In comparison to the discipline/major field of sociology (8.0%), therefore, the faculty in ALL MAJOR FIELDS received a relative increase in their salaries of 1.1% (9.1% minus 8.0% equals 1.1% more than those in the discipline/major field of sociology.

The reader may note that the faculty mix percentage in sociology is higher at the professor rank than at the assistant professor rank in the 1990-91 study: 38.3 percent vs. 24.3 percent, and in the 1993-94 study it is also higher: 41.8 percent vs. 26.0 percent, respectively. The differences in faculty mix percentage at the ranks of professor and assistant professor in ALL MAJOR FIELDS for both public studies are as follows: 33.6 percent vs. 29.3 percent (1990-91) and 34.6 percent vs. 29.5 percent (1993-94), respectively.

Finally, the hiring rate of new assistant professors in sociology in the public studies was lower than the hiring rate of ALL MAJOR FIELDS in 1990-91, 4.4 percent (61/1,389) vs. 4.9 percent (2,968/61,034), respectively; and higher in 1993-94, 5.3 percent (69/1,296) vs. 4.3 percent (2,587/60,642), respectively.

RESULTS OF THE TWO PRIVATE STUDIES, 1990-91 and 1993-94

In the PRIVATE 1990-91 salary study in the above table, the reader may note that the discipline/major field of sociology was reported in 222 of the 306 private institutions. The average salary of the 761 faculty was $37,716. This average salary was 6.4 percent lower than the average salary of $40,291 for all 31,693 faculty in ALL MAJOR FIELDS in the 1990-91 private study.

In the PRIVATE 1993-94 salary study in the above table, the discipline/major field of sociology was reported in 215 of the same 306 private institutions. The average salary of the 728 faculty was $43,534. This average salary was 4.2 percent lower than the average salary of $45,403 for all 32,578 faculty in ALL MAJOR FIELDS in the 1993-94 private study.

The increase in average salaries for all faculty in sociology after three years in the private institutions studied was 15.4 percent ($43,534 minus $37,716 equals $5,818). The CPI of increased cost-of-living between October 1990 and October 1993 was 9.1 percent. A more realistic increase, therefore, in the average faculty salaries over the three-year time period, is 6.3 percent or 2.1 percent each year above the cost-of-living.

The increase in average salaries for all faculty in ALL MAJOR FIELDS after three years in the private institutions studied was 12.7 percent ($45,403 minus

$40,291 equals $5,112). In comparison to the discipline/major field of sociology (15.4%), therefore, the faculty in ALL MAJOR FIELDS increased their salaries by 2.7 percent (15.4% minus 12.7% equals 2.7%) less than faculty in sociology.

In the discipline/major field of sociology, the reader may note that the faculty mix percentage is higher at the professor rank in comparison to the assistant professor rank in both studies: 29.8 percent vs. 29.3 percent (1990-91), respectively; and 36 percent vs. 27.2 percent, (1993-94), respectively. The differences in the ranks of professor and assistant professor in ALL MAJOR FIELDS for both private studies are as follows: 32.4 percent vs. 31.5 percent (1989-1990), and 33.3 percent vs. 31.1 percent (1993-94), respectively.

Finally, the reader may note that the hiring rate of new assistant professors in sociology was lower than the hiring rate in ALL MAJOR FIELDS in the 1990-91 private study: 5.7 percent (43/761) vs. 4.8 percent (1,513/31,693), respectively, and the same in the 1993-94 private study: 6.0 percent (44/728) vs. 4.2 percent (1,372/32,578), respectively.

CONCLUDING REMARKS

This article presented salary-trend information on the academic discipline/-major field of sociology and compared that information with ALL MAJOR FIELDS and with the CPI over a period of three years from the "baseline year" of 1990-91 through the "trend year" of 1993-94. Two studies, one for public institutions, and the other for private institutions were conducted for the baseline year and for the trend year--a total of four studies. A total of 4,174 (2.2%) faculty in the discipline/major field of sociology participated and were included in the 42 disciplines/major fields in each of the four studies and in the overall total of 185,948 participating faculty. The same 221 public institutions and the same 306 private institutions in the United States participated in the baseline year and in the trend year.

Athough many interpolations and extrapolations of the data may be made, a few of the more important ones are as follows. First, the average faculty salary in the discipline/major field of sociology in 1990-91 in the public and private studies were even with and 6 percent below the average faculty salary factors for all ranks in ALL MAJOR FIELDS (1.00), respectively. The average faculty salary for all ranks in sociology in 1993-94 in the public and private studies were 1 percent below and 4 percent below the average slalry factors for all ranks in ALL MAJOR FIELDS (1.00), respectively.

Second, the CPI of October 1993 increased 9.1 percent from the CPI of October 1990, and indicates that the faculty in sociology in the public institutions received an average annual salary increase of .36 percent below the cost-of-living. In the private institutions the annual average salary increase was 2.1 percent above the cost-of-living.

Third, in the discipline/major field of sociology the professor rank FAC MIX PCTs are higher than those in the assistant professor rank in both the 1990--91 and 1993-94 public and private studies.

Finally, the hiring rate of new assistant professors in sociology in the 1990-91 public study was lower than in ALL MAJOR FIELDS. In the 1993-94 public study and the 1990-91 and 1993-94 private studies it was higher .

Now that a rather significant data base of average faculty salaries in the individual academic discipline/major field of sociology is being developed, it is anticipated that this current information will be a valuable reference tool for interested administrators and professors.

Richard D. Howe is the originator and director of the annual CUPA faculty salary studies. He is a professor of leadership and higher education at Appalachian State University, Boone, North Carolina. Co-author Faye Sawyer is Assistant Dean of the College of Arts and Sciences at Appalachian State University.

APPENDICES:

A - OVERALL LIST OF SELECTED DISCIPLINES, page 10

B - LIST OF PUBLIC Participating Institutions, page 11

C - LIST OF PRIVATE Participating Institutions, page 14

APPENDIX A

OVERALL LIST OF SELECTED DISCIPLINES

ACCOUNTING

ADMINISTRATIVE ASSISTANT/SECRETARIAL SCIENCE, GENERAL

ANTHROPOLOGY

AREA, ETHNIC, AND CULTURAL STUDIES

BIOLOGICAL SCIENCES/LIFE SCIENCES

BUSINESS ADMINISTRATION AND MANAGEMENT, GENERAL

BUSINESS MANAGEMENT AND ADMINISTRATIVE SERVICES

BUSINESS/MANAGERIAL ECONOMICS

BUSINESS MARKETING AND MARKETING MANAGEMENT

CHEMISTRY, GENERAL

COMMUNICATIONS

COMMUNICATION TECHNOLOGIES

COMPUTER AND INFORMATION SCIENCES

COUNSELOR EDUCATION COUNSELING AND GUIDANCE SERVICES

DRAMA/THEATER ARTS, GENERAL

ECONOMICS, GENERAL

EDUCATION

ENGINEERING

ENGINEERING-RELATED TECHNOLOGIES

ENGLISH LANGUAGE AND LITERATURE/LETTERS

FOREIGN LANGUAGES AND LITERATURES

GEOGRAPHY

GEOLOGY

HISTORY, GENERAL

HOME ECONOMICS

LIBRARY SCIENCE

MATHEMATICS

MULTI/INTERDISCIPLINARY STUDIES

MUSIC, GENERAL

NURSING (R.N. TRAINING)

PHILOSOPHY AND RELIGION

PHYSICAL SCIENCES

PHYSICS, GENERAL

POLITICAL SCIENCE, GENERAL

PROTECTIVE SERVICES

PSYCHOLOGY

READING TEACHER EDUCATION

SOCIOLOGY

SPECIAL EDUCATION, GENERAL

SPEECH-LANGUAGE PATHOLOGY AND AUDIOLOGY

TEACHER EDUCATION

VISUAL AND PERFORMING ARTS

TOTAL: 42

APPENDIX B

CUPA Public Faculty Salary-Trend Studies: 1990-91 and 1993-94

Institutions Participating in Both Studies:

Alabama A&M University (AL)
Angelo State University (TX)
Appalachian State University (NC)
Arkansas State University (AR)
Arkansas Technical University (AR)
Armstrong State College (GA)
Auburn University of Montgomery (AL)
Augusta College (GA)
Austin Peay State University (TN)
Ball State University (IN)
Black Hills State University (SD)
Bluefield State College (WV)
Boise State University (ID)
Bowie State University (MD)
Bridgewater State College (MA)
California State University Sacramento (CA)
California State University Stanislaus (CA)
Castleton State College (VT)
Central Michigan University (MI)
Central Missouri State University (MO)
Christopher Newport University (VA)
Clarion University of Pennsylvania (PA)
Cleveland State University (OH)
Clinch Valley College of the University of Virginia (VA)
College of Staten Island of the City University of New York (NY)
Columbus College (GA)
Dakota State University (SD)
Delta State University (MS)
Dickinson State University (ND)
East Central University (OK)
East Stroudsburg University (PA)
East Tennessee State University (TN)
East Texas State University (TX)
Eastern Connecticut State University (CT)
Eastern Illinois University (IL)
Eastern Kentucky University (KY)
Eastern Michigan University (MI)
Eastern Montana College (MT)
Eastern New Mexico University (NM)
Eastern Oregon State College (OR)
Eastern Washington University (WA)
Edinboro University of Pennsylvania (PA)
Emporia State University (KS)
Fitchburg State College (MA)
Fort Hays State University (KS)
Fort Lewis College (CO)
Framingham State College (MA)
Francis Marion University (SC)
Georgia College (GA)
Georgia Southern University (GA)
Georgia Southwestern College (GA)
Grambling State University (LA)
Grand Valley State University (MI)
Harris-Stowe State College (MO)
Henderson State University (AR)
Illinois State University (IL)
Indiana University of Pennsylvania (PA)
Jacksonville State University (AL)
James Madison University (VA)
Keene State College (NH)
Kennesaw State College (GA)
Kent State University (OH)
Kutztown University of Pennsylvania (PA)
Lake Superior State University (MI)
Lander College (SC)
Livingston University (AL)
Longwood College (VA)
Louisiana State University in Shreveport (LA)
Louisiana Tech University (LA)
Mankato State University (MN)
Marshall University (WV)
Mayville State University (NE)
McNeese State University (LA)
Mesa State College (CO)
Metropolitan State College of Denver (CO)
Middle Tennessee State University (TN)
Millersville University of Pennsylvania (PA)
Minot State University (ND)
Mississippi Valley State University (MS)
Missouri Southern State College (MO)
Missouri Western State College (MO)
Montana College of Mineral Science and Technology (MT)
Montclair State College (NJ)
Moorhead State University (MN)
Morehead State University (KY)
Morgan State University (MD)
Murray State University (KY)
New Mexico Highlands University (NM)
Nicholls State University (LA)
North Adams State College (MA)
North Carolina Agricultural and Technical State University (NC)

Participating Institutions (continued):

Northeast Louisiana University (LA)
Northeast Missouri State University (MO)
Northeastern Illinois University (IL)
Northern Arizona University (AZ)
Northern Illinois University (IL)
Northern Kentucky University (KY)
Northern State University (SD)
Northwest Missouri State University (MO)
Northwestern State University (LA)
Oakland University (MI)
Oklahoma Panhandle State University (OK)
Old dominion University (VA)
Oregon Institute of Technology (OR)
Peru State College (NE)
Pittsburg State University (KS)
Portland State University (OR)
Prairie View A&M University (TX)
Purdue University Calumet (IN)
Ramapo College of New Jersey (NJ)
Rhode Island College (RI)
Saginaw Valley State University (MI)
Salem State College (MA)
Salisbury State University (MD)
San Diego State University (CA)
Sangamon State University (IL)
Shawnee State University (OH)
Shippensburg University of Pennsylvania (PA)
Sonoma State University (CA)
Southeast Missouri State University (MO)
Southwastern Louisiana University (LA)
Southeastern Oklahoma State University (OK)
Southern Arkansas University (AR)
Southern college of Technology (GA)
Southern Connecticut State University (CT)
Southern Illinois University at Edwardsville (IL)
Southwest Missouri State University (MO)
Southwest Texas State University (TX)
St. Claud State University (MN)
State University of New York at Brockport (NY)
State University of New York College at Fredonia (NY)
State University of New York College at Geneseo (NY)
State University of New York College at Oneonta (NY)
State University of New York College at Oswego (NY)
State University of New York College at Plattsburgh (NY)
State University of New York College at Potsdam (NY)
Tarleton State University (TX)

Tennessee Technological University (TN)
Texas A&M University-Corpus Christi TX)
Texas Woman's University (TX)
Towson State University (MD)
Trenton State College (NJ)
University of Akron (OH)
University of Alabama in Huntsville (AL)
University of Alaska Southeast (AK)
University of Arkansas at Little Rock (AR)
University of Central Florida (FL)
University of Central Oklahoma (OK)
University of Colorado at Colorado Springs (CO)
University of Guam (GU)
University of Houston-Clear Lake (TX)
University of Maine at Farmington (ME)
University of Maine at Fort Kent (ME)
University of Maryland Baltimore County (MD)
University of Massachusetts Dartmouth (MA)
University of Massachusetts Lowell (MA)
University of Memphis (TN)
University of Missouri-St. Louis (MO)
University of Montevallo (AL)
University of Nebraska at Kearney (NE)
University of Nebraska at Omaha (NE)
University of North Carolina at Asheville (NC)
University of North Carolina at Charlotte (NC)
University of North Carolina at Greensboro (NC)
University of North Carolina at Wilmington (NC)
University of North Texas (TX)
University of Pittsburgh at Bradford (PA)
University of Puerto Rico-Cayey (PR)
University of Puerto Rico-Humacao University College (PR)
University of Science and Arts of Oklahoma (OK)
University of South Alabama (AL)
University of South Carolina at Spartanburg (SC)
University of Southern Carolina-Aiken (SC)
University of South Florida (The) (FL)
University of Southern Colorado (CO)
University of Southern Indiana (IN)
University of Southern Maine (ME)
University of Southern Mississippi (MS)
University of Southwestern Louisiana (LA)
University of Tennessee at Chattanooga (TN)
University of Texas at Dallas (The) (TX)
University of Texas at El Paso (The) (TX)
University of Texas at San Antonio (TX)
University of Texas at Tyler (The) (TX)

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Participating Institutions (continued):

University of the Virgin Islands (VI)
University of West Florida (FL)
University of Wisconsin-Eau Claire (WI)
University of Wisconsin-Green Bay (WI)
University of Wisconsin-LaCrosse (WI)
University of Wisconsin-Oshkosh (WI)
University of Wisconsin-Parkside (WI)
University of Wisconsin-Platteville (WI)
Univesrity of Wisconsin-Stevens Point (WI)
University of Wisconsin-Superior (WI)
University of Wisconsin-Whitewater (WI)
Valley City State University (ND)
Washburn University (KS)
Wayne State College (NE)
Weber State University (UT)
West Chester University of Pennsylvania (PA)
West Georgia College (GA)
Western Carolina University (NC)
Western Illinois University (IL)
Western Kentucky University (KY)
Western Michigan University (MI)
Western Montana College (MT)
Western Oregon State College (OR)
Western Washington University (WA)
Wichita State University (The) (KS)
William Paterson College of New Jersey (NJ)
Winston-Salem State University (NC)
Wright State University (OH)
Youngstown State University (OH)

Total Institutions = 221

APPENDIX C

CUPA Private Faculty Salary-Trend Studies: 1990-91 and 1993-94

Institutions Participating in Both Studies:

Abilene Christian University (TX)
Adrian College (MI)
Agnes Scott College (GA)
Albertus Magnus College (CT)
Alfred University (NY)
Allenton College of St. Francis de Sales (PA)
Alma College (MI)
Alvernia College (PA)
Alverno College (WI)
American University (The) (DC)
Amherst College (MA)
Anderson University (IN)
Anna Maria College (MA)
Aquinas College (MI)
Arkansas College (AR)
Ashland University (OH)
Aurora University (IL)
Avila College (MO)
Azusa Pacific University (CA)
Babson College (MA)
Baker College of Flint (MI)
Baldwin-Wallace College (OH)
Barry University (FL)
Beaver College (PA)
Bellarmine College (KY)
Belmont University (TN)
Benedict College (SC)
Benedictine College (KS)
Bentley College (MA)
Bethany College (KS)
Bethany College (WV)
Bethel College (IN)
Bethel College (MN)
Birmingham-Southern College (AL)
Blackburn University (IL)
Bloomfield College (NJ)
Bradley University (OH)
Bridgewater College (VA)
Bryn Mawr College (PA)
Cabrini College (PA)
Caldwell College (NJ)
Calvin College (MI)
Capitol College (MD)
Catawba College (NC)
Catholic University of America (DC)
Centenary College of Louisiana (LA)
Central Baptist College (AR)
Central College (IA)
Charleston Southern University (SC)
Christian Brothers University (TN)
Clarke College (IA)
Clarkson University (NY)
Clear Creek Baptist Bible College (KY)
Coker College (SC)
College of Great Falls (MT)
College of Mount Saint Vincent (NY)
College of Notre Dame (CA)
College of Notre Dame of Maryland (MD)
College of Saint Benedict (MN)
College of Saint Elizabeth (NJ)
College of Saint Rose (NY)
College of St. Catherine (MN)
College of St. Scholastica (MN)
College of the Southwest (NM)
Columbia College (MO
Columbia College (SC)
Concordia College (MN)
Concordia College (NE)
Concordia University Wisconsin (WI)
Cornell College (IA)
Creighton University (NE)
D'Youville College (NY)
Dakota Wesleyan University (SD)
Davidson College (NC)
Davis & Elkins College (WV)
Defiance College (The) (OH)
DePaul University (IL)
Dickinson College (PA)
Doane College (NE)
Dominican College (NY)
Dordt College (IA)
Drake University (IA)
Drew University (NJ)
Drexel University (PA)
Drury College (MO)
Duquesne University (PA)
Eckerd College (FL)
Edgewood College (WI)
Elizabethtown College (PA)
Elmira College (NY)
Emory & Henry College (VA)
Fairfield University (CT)
Ferrum College (VA)
Franciscan University of Steubenville (OH)
Franklin and Marshall College (PA)
Freed-Hardeman University (TN)
Friends University (KS)
Furman University (SC)

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Participating Institutions (continued):

Garner-Webb University (NC)
George Washington University (DC)
Georgetown University (DC)
Gonzaga University (WA)
Gordon College (MA)
Goshen College (IN)
Great Lakes Christian College (MI)
Grinnell College (IA)
Guilford College (NC)
Hampton University (VA)
Hartwick College (NY)
Hastings College (NE)
Hebrew College (MA)
Heidelberg College (OH)
Hilbert College (NY)
Hobart and William Smith Colleges (NY)
Holy Family College (PA)
Holy Names College (CA)
Hope College (MI)
Houghton College (NY)
Immaculata College (PA)
Iona College (NY)
Jamestown College (ND)
John Carroll University (OH)
Johnson C. Smith University (NC)
Judson College (AL)
Kalamazoo College (MI)
Kenyon College (OH)
King's College (PA)
La Roche College (PA)
LaGrange College (GA)
Lakeland College (WI)
Lancaster Bible College (PA)
Le Moyne College (NY)
Lebanon Valley College of Pennsylvania (PA)
Lees McRae College (NC)
LeTourneau University (TX)
Limestone College (SC)
Lindsey Wilson College (KY)
Linfield College (OR)
Loras College (IA)
Loyola College in Maryland (MD)
Loyola Marymount University (CA)
Lubbock Christian University (TX)
Lycoming College (PA)
Lynchburg College (VA)
Madonna University (MI)
Malone College (OH)
Manhattan College (NY)
Marist College (NY)
Mars Hill College (NC)
Mary Baldwin College (VA)
Marymount College Tarrytown (NY)
Maryville University of St. Louis (MO)
Marywood College (PA)
Massachusetts Institute of Technology (MA)
Medaille College (NY)
Memphis Theological Seminary (TN)
Mercer University (GA)
Mercy College (NY)
Midland Lutheran College (NE)
Midway College (KY)
Millikin University (IL)
Monmouth College (NJ)
Montreat-Anderson College (NC)
Moravian College (PA)
Mount Union College (OH)
Muhlenberg College (PA)
Muskingum College (OH)
Neumann College (PA)
Niagara University (NY)
North Central College (IL)
Northeastern University (MA)
Northland College (WI)
Northwest College (WA)
Northwestern College (IA)
Norwich Univesrity (VT)
Notre Dame College of Ohio (OH)
Husson College (ME)
Oakwood College (AL)
Occidental College (CA)
Ohio Northern University (OH)
Ohio Wesleyan University (OH)
Oklahoma Baptist University (OK)
Olivet Nazarene University (IL)
Our Lady of Holy Cross College (LA)
Our Lady of the Lake University (TX)
Pace University (NY)
Pacific Lutheran University (WA)
Palm Beach Atlantic College (FL)
Pepperdine University (CA)
Pfeiffer College (NC)
Pikeville College (KY)
Pine Manor College (MA)
Point Park College (PA)
Presbyterian College (SC)
Quincy College (IL)
Quinnipiac College (CT)
Randolph-Macon College (VA)
Randolph-Macon Woman's College (VA)
Reed College (OR)
Reformed Bible College (MI)
Rensselaer Polytechnic Institute (NY)
Rider College (NJ)
Ripon College (WI)
Rivier College (NH)
Robert Morris College (PA)
Rockhurst College (MO)

Participating Institutions (continued):

Rocky Mountain College (MT)
Rollins College (FL)
Roosevelt University (IL)
Rosary College (IL)
Rose-Hulman Institute of Technology (IN)
Russell Sage College (NY)
Sacred Heart University (CT)
Saint Francis College (PA)
Saint Joseph's University (PA)
Saint Martin's College (WA)
Saint Mary College (KS)
Saint Mary's College (IN)
Saint Mary's College of California (CA)
Saint Meinrad College (IN)
Saint Vincent College (PA)
Salem College (NC)
Santa Clara University (CA)
Schreiner College (TX)
Scripps College (CA)
Seattle Pacific University (WA)
Seattle University (WA)
Seton Hill College (PA)
Shorter College (GA)
Siena Heights College (MI)
Simpson College (IA)
Simpson College (CA)
Sioux Falls College (SD)
Skidmore College (NY)
Southwestern Assemblies of God College (TX)
Spalding University (KY)
Spring Hill College (AL)
St. Ambrose University (IA)
St. Bonaventure University (NY)
St. Edward's University (TX)
St. Francis College (NY)
St. John Fisher College (NY)
St. John's University (MN)
St. Norbert College (WI)
St. Thomas University (FL)
Stanford University (CA)
Stillman College (AL)
Susquehanna University (PA)
Syracuse University (NY)
Tabor College (KS)
Teikyo Westmar University (IA)
Texas Christian University (TX)
Thomas More College (KY)
Tiffin University (OH)
Transylvania University (KY)
Tri-State University (IN)
Tusculum College (TN)
Tuskegee University (AL)
Union Institute (The) (OH)
Union University (TN)
University of Bridgeport (CT)
University of Central Texas (TX)
University of Charleston (The) (WV)
University of Dallas (TX)
University of Dayton (OH)
University of Denver (CO)
University of Dubuque (IA)
University of Evansville (IN)
University of La Verne (CA)
University of Miami (FL)
University of New Haven (CT)
University of Portland (OR)
University of Richmond (VA)
University of San Diego (CA)
University of San Francisco (CA)
University of St. Thomas (TX)
University of St. Thomas (MN)
University of the Ozarks (AR)
University of The South (The) (TN)
University of Tulsa (OK)
Upper Iowa University (IA)
Villanova University (PA)
Viterbo College (WI)
Walsh College (OH)
Warner Southern College (FL)
Wartburg College (IA)
Washington and Jefferson College (PA)
Washington and Lee University (VA)
Washington College (MD)
Webber College (FL)
Wesley College (DE)
Wesleyan College (GA)
Western Baptist College (OR)
Western Maryland College (MD)
Westminster College (PA)
Westminster College of Salt Lake City (UT)
Wheaton College (MA)
Wheeling Jesuit College, Inc. (WV)
Whittier College (CA)
Widener University (PA)
William Jewell College (MO)
Wilmington College (OH)
Wilmington College (DE)
Wingate College (NC)
Wisconsin Lutheran College (WI)
Woodbury University (CA)
York College of Pennsylvania (PA)

Total Institutions: 306

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SALARY-TREND STUDY OF FACULTY IN SPECIAL EDUCATION FOR THE YEARS 1990-91 AND 1993-94

By
Richard D. Howe and Thalia Coleman

Since 1982-83 the College and University Personnel Association (CUPA) in Washington, D.C., in cooperation with Appalachian State University in Boone, North Carolina, has conducted annual national faculty salary studies by discipline and rank each year through 1993-94. Each year two separate studies are conducted, one for public senior colleges and universities, and the other for private senior colleges and universities.

Salary data for each study were collected and tabulated for full-time teaching faculty in 42 selected academic disciplines including special education. The disciplines were chosen from among those defined by _A Classification of Instructional Programs_ (_CIP_), 1990. The definition of the discipline/major field of special education in the _CIP_ is as follows:

> An instructional program that generally describes the design and provision of teaching and other education services to children or adults with special learning needs or disabilities, and that may prepare individuals to function as special education teachers. Includes instruction in diagnosing learning disabilities, developing individual educational plans, teaching and supervising special education students, special education counseling, and applicable laws and policies.*

*_A Classification of Instructional Programs_ (Washington, D.C.: National Center for Education Statistics, [1990], p. 78--13.1001).]

This article presents a summary of the overall average salary increases in the discipline/major field of special education from the "baseline year" of 1990-91 to and including the "trend year" of 1993-94 for both public and private institutions. Of the 282 institutions which participated in CUPA's PUBLIC study of 1990-91, 221 also participated in 1993-94. Data from those same 221 institutions were used in both the baseline year and the trend year. Of the 494

institutions which participated in CUPA's PRIVATE study of 1990-91, 306 also participated in 1993-94. Data from those same 306 institutions were used in both the baseline year and the trend year.

This article lists the average salaries of special education for both public and private participating institutions by rank, including NEW ASST PROF (new assistant professor), the FAC MIX PCT (faculty mix percentage) and the SALARY FACTOR. In addition, comparisons are made with the CPI (Consumer Price Index) of changes in cost-of-living between the two studies for each of the two study years (198990 and 1993-94).

The CPI uses a base period of 1982-84 and is based on prices of food, clothing, shelter and fuels, transportation, medical care, entertainment, and other goods and services that people buy for day-to-day living. In examining trends in faculty salary, it is important to consider any changes in the purchasing power of salaries due to inflation. Thus by comparing changes in the faculty salaries with the CPI, a more precise representation of "real" salary increases is yielded.

The salary is based on a nine- or ten-month academic year salary of full-time faculty only. It does not include any faculty members teaching less than 51 percent. Salary for summer academic work, fringe benefits, and perquisites are not included in the salary data. The average salary is based on the study information with the assumption that all employees are full-time. The average salary displayed is an average of all faculty salaries reported for a given rank and discipline.

The "NUM" means the number of faculty members whose salaries were included to compute the average salary.

The "N/IN" means the number of institutions that reported salary data for a given academic rank and discipline/major field.

The FAC MIX PCT is the percentage of faculty in a given discipline/major

field who hold a given academic rank. For example, a FAC MIX PCT factor of 28.7 for associate professor of special education in the 1990-91 public study means that 28.7 percent of the faculty in that discipline/major field hold the rank of associate professor.

The SALARY FACTOR for a given rank of a given discipline/major field is the ratio of the average salary to the total average salary of all institutions in each of the four studies: PUBLIC 1990-91, PUBLIC 1993-94, PRIVATE 1990-91 and PRIVATE 1993-94. For example, a SALARY FACTOR of .96 for associate professors in the discipline/major field of special education in the 1990-91 public study means that their average salary is four percent lower than the average salary of all associate professors in all institutions in that study.

NEW ASST PROF is the grouping of assistant professors who were hired for the first time in the fall of the study year (1990-91 or 1993-94). All information for this group was included in the ASST PROF group for reporting purposes. This group is used mainly for new hiring information.

ALL MAJOR FIELDS is the entire data base for all 42 disciplines/major fields in each of the four studies. It is used to compare, among other things, the discipline/major field of special education with the entire data base for each study.

Of particular importance to the reader is noting the size of the sample on which each percentage or dollar value is based. The smaller the number in the group, the greater the effect of extreme scores on a descriptive statistic such as the average. It should be noted also that any large disparity in the sample sizes between the "baseline year" of 1990-91 and the "trend year" of 1993-94 will lessen the reliability and validity of any conclusions that one might make based on a simple comparison of averages.

	PROF			ASSO PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN
PUBLIC, 1990-91:							DISCIPLINE: SPECIAL EDUCATION MAJOR FIELD: SPECIAL EDUCATION											
AVERAGE SALARY:	48269	217	69	38415	164	70	32376	156	70	30214	37	30	24445	34	22	39678	571	89
FAC MIX PCT:	38.0%			28.7%			27.3%			6.5%			6.0%			100.0%		
SALARY FACTOR:	0.98			0.96			0.97			0.93			0.94			0.99		
							ALL MAJOR FIELDS											
AVERAGE SALARY:	49382	20535		40201	17323		33479	17898		32406	2968		25977	5278		40089	61034	221
FAC MIX PCT:	33.6%			28.4%			29.3%			4.9%			8.6%			100.0%		
PUBLIC, 1993-94:							DISCIPLINE: SPECIAL EDUCATION MAJOR FIELD: SPECIAL EDUCATION											
AVERAGE SALARY:	53019	208	70	41787	159	66	35210	175	73	32590	33	26	27073	28	25	43144	570	87
FAC MIX PCT:	36.5%			27.9%			30.7%			5.8%			4.9%			100.0%		
SALARY FACTOR:	0.99			0.96			0.97			0.94			0.99			0.99		
							ALL MAJOR FIELDS											
AVERAGE SALARY:	53700	20965		43457	17404		36275	17890		34850	2587		27419	4384		43720	60643	221
FAC MIX PCT:	34.6%			28.7%			29.5%			4.3%			7.2%			100.0%		
- - - - -	- - - - -	- - -	- - -	- - - - -	- - -	- - -	- - - - -	- - -	- - -	- - - - -	- - -	- - -	- - - - -	- - -	- - -	- - - - -	- - -	- - -
PRIVATE, 1990-91:							DISCIPLINE: SPECIAL EDUCATION MAJOR FIELD: SPECIAL EDUCATION											
AVERAGE SALARY:	46484	32	15	35347	27	19	30245	30	23	30414	7	7	24067	5	5	36910	94	41
FAC MIX PCT:	34.0%			28.7%			31.9%			7.4%			5.3%			100.0%		
SALARY FACTOR:	0.91			0.90			0.92			0.98			0.92			0.92		
							ALL MAJOR FIELDS											
AVERAGE SALARY:	51194	10278		39238	9563		32704	9984		30965	1513		26246	1868		40291	31693	306
FAC MIX PCT:	32.4%			30.2%			31.5%			4.8%			5.9%			100.0%		
PRIVATE, 1993-94:							DISCIPLINE: SPECIAL EDUCATION MAJOR FIELD: SPECIAL EDUCATION											
AVERAGE SALARY:	51876	37	19	39877	33	24	34241	29	21	33029	6	6	25126	9	7	41245	108	40
FAC MIX PCT:	34.3%			30.6%			26.9%			5.6%			8.3%			100.0%		
SALARY FACTOR:	0.90			0.91			0.94			0.98			0.88			0.91		
							ALL MAJOR FIELDS											
AVERAGE SALARY:	57805	10854		43900	9968		36283	10119		33719	1372		28694	1637		45403	32578	306
FAC MIX PCT:	33.3%			30.6%			31.1%			4.2%			5.0%			100.0%		

RESULTS OF THE TWO PUBLIC STUDIES, 1990-91 AND 1993-94

In the PUBLIC 1990-91 salary study in the above table, the reader may note that the discipline/major field of special education was reported in 89 of the 221 public institutions. The average salary of the 571 faculty was $39,678. This average salary was approximately one percent lower than the average salary of $40,089 for all 61,034 faculty in ALL MAJOR FIELDS in the 1990-91 public study.

In the PUBLIC 1993-94 salary study in the above table, the discipline/major field of special education was reported in 87 of the same 221 public institutions. The average salary of the 570 faculty was $43,144. This average salary was approximately 1.3 percent lower than the average salary of $43,720 for all 60,643 faculty in ALL MAJOR FIELDS in the 1993-94 public study.

The increase in average salaries for all faculty in the discipline/major field of special education after three years in the public institutions studied was 8.7 percent ($43,144 minus $39,678 equals $3,466). The CPI of increased cost-ofliving between October 1990 and October 1993 was 9.1 percent. In comparison with the CPI, there was a relative increase in special education average faculty salaries over the three-year period by .4 percent or an average of .1 percent each year below the cost-of-living.

The increase in average salaries for all faculty in ALL MAJOR FIELDS after three years in the public institutions studied was 9.1 percent ($43,720 minus $40,089 equals $3,631). In comparison to the discipline/major field of special education (8.7%), therefore, the faculty in ALL MAJOR FIELDS received a relative increase in their salaries of .4 percent (9.1% minus 8.7% equals .4%) more than faculty in the discipline/major field of special education.

The reader may note that the faculty mix percentage in special education is higher at the professor rank than at the assistant professor rank in the 1990-91 study: 38 percent vs. 27.3 percent, and in the 1993-94 study it is 36.5 percent vs. 30.7 percent, respectively. The differences in faculty mix percentage at the ranks of professor and assistant professor in ALL MAJOR FIELDS for both public studies are as follows: 33.6 percent vs. 29.3 percent (1990-91) and 34.6 percent vs. 29.5 percent (1993-94), respectively.

Finally, the hiring rate of new assistant professors in special education in the public studies was higher than the hiring rate of ALL MAJOR FIELDS in 1990-91, 6.5 percent (37/571) vs. 4.9 percent (2,968/61,034), respectively; and higher in 1993-94, 5.8 percent (33/570) vs. 4.3 percent (2,587/60,643), respectively.

RESULTS OF THE TWO PRIVATE STUDIES, 1990-91 AND 1993-94

In the PRIVATE 1990-91 salary study in the above table, the reader may note that the discipline/major field of special education was reported in 41 of the 306 private institutions. The average salary of the 94 faculty was $36,910. This average salary was 9.2 percent lower than the average salary of $40,291 for all 31,693 faculty in ALL MAJOR FIELDS in the 1990-91 private study.

In the PRIVATE 1993-94 salary study in the above table, the discipline/major field of special education was reported in 40 of the same 306 private institutions. The average salary of the 108 faculty was $41,245. This average salary was 10.2 percent lower than the average salary of $45,403 for all 32,578 faculty in ALL MAJOR FIELDS in the 1993-94 private study.

The increase in average salaries for all faculty in special education after three years in the private institutions studied was 11.7 percent ($41,245 minus $36,910 equals $4,335). The CPI of increased cost-of-living between October 1990 and October 1993 was 9.1 percent. A more realistic increase, therefore, in the average faculty salaries of special education over the three-year time period, is 2.6 percent or .9 percent each year above the cost-of-living.

The increase in average salaries for all faculty in ALL MAJOR FIELDS after

three years in the private institutions studied was 12.7 percent ($45,403 minus $40,291 equals $5,112). In comparison to the discipline/major field of special education (11.7%), therefore, the faculty in ALL MAJOR FIELDS increased their salaries by one percent (12.7% minus 11.7% equals 1%) more than faculty in special education.

In the discipline/major field of special education, the reader may note that the faculty mix percentage is higher at the professor rank in comparison to the assistant professor rank in both studies: 34 percent vs. 31.9 percent (1990-91), respectively; and 34.3 percent vs. 26.9 percent, (1993-94), respectively. The differences in the ranks of professor and assistant professor in ALL MAJOR FIELDS for both private studies are as follows: 32.4 percent vs. 31.5 percent (1990-91), and 33.3 percent vs. 31.1 percent (1993-94), respectively.

Finally, the reader may note that the hiring rate of new assistant professors in special education was higher than the hiring rate in ALL MAJOR FIELDS in the 1990-91 private study: 7.4 percent (7/94) vs. 4.8 percent (1,513/-31,693), respectively, and higher in the 1993-94 private study: 5.6 percent (6/108) vs. 4.2 percent (1,372/32,578), respectively.

CONCLUDING REMARKS

This article presented salary-trend information on the academic discipline/-major field of special education and compared that information with ALL MAJOR FIELDS and with the CPI over a period of three years from the "baseline year" of 1990-91 through the "trend year" of 1993-94. Two studies, one for public institutions, and the other for private institutions were conducted for the baseline year and for the trend year--a total of four studies. A total of 1,343 (.7%) faculty in the discipline/major field of speical education participated and were included in the 42 disciplines/major fields in each of the four studies and in the overall total of 185,948 participating faculty. The same 221 public institutions and the same 306 private institutions in the United States participated in the baseline year and in the trend year.

Although many interpolations and extrapolations of the data may be made, a few of the more important ones are as follows. First, the average faculty salary in the discipline/major field of special education in 1990-91 in the public and private studies were one percent below and eight percent below the average faculty salary factors for all ranks in ALL MAJOR FIELDS (1.00), respectively. The average faculty salary for all ranks in special education in 1993-94 in the public and private studies were one percent below and nine percent below the average salary factors for all ranks in ALL MAJOR FIELDS (1.00), respectively.

Second, the CPI of October 1993 increased 9.1 percent from the CPI of October 1990, and indicates that the faculty in special education in the public institutions received an annual salary increase of .1 percent below the cost-of-living. In the private institutions the annual average salary increase was .9 percent above the cost-of-living.

Third, in the discipline/major field of special education the professor rank FAC MIX PCTs are higher than those in the assistant professor rank in both the 1990-91 and 1993-94 public and private studies.

Finally, the hiring rate of new assistant professors in special education in both the 1990-91 and 1993-94 public and private studies was lower than in ALL MAJOR FIELDS.

Now that a rather significant data base of average faculty salaries in the individual academic discipline/major field of special education is being developed, it is anticipated that this current information will be a valuable reference tool for interested administrators and professors.

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APPENDICES:

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B - LIST OF PUBLIC Participating Institutions, page 11

C - LIST OF PRIVATE Participating Institutions, page 14

APPENDIX A

OVERALL LIST OF SELECTED DISCIPLINES

ACCOUNTING
ADMINISTRATIVE ASSISTANT/SECRETARIAL SCIENCE, GENERAL
ANTHROPOLOGY
AREA, ETHNIC, AND CULTURAL STUDIES
BIOLOGICAL SCIENCES/LIFE SCIENCES
BUSINESS ADMINISTRATION AND MANAGEMENT, GENERAL
BUSINESS MANAGEMENT AND ADMINISTRATIVE SERVICES
BUSINESS/MANAGERIAL ECONOMICS
BUSINESS MARKETING AMD MARKETING MANAGEMENT
CHEMISTRY, GENERAL
COMMUNICATIONS
COMMUNICATION TECHNOLOGIES
COMPUTER AND INFORMATION SCIENCES
COUNSELOR EDUCATION COUNSELING AND GUIDANCE SERVICES
DRAMA/THEATER ARTS, GENERAL
ECONOMICS, GENERAL
EDUCATION
ENGINEERING
ENGINEERING-RELATED TECHNOLOGIES
ENGLISH LANGUAGE AND LITERATURE/LETTERS
FOREIGN LANGUAGES AND LITERATURES
GEOGRAPHY
GEOLOGY
HISTORY, GENERAL
HOME ECONOMICS
LIBRARY SCIENCE
MATHEMATICS
MULTI/INTERDISCIPLINARY STUDIES
MUSIC, GENERAL
NURSING (R.N. TRAINING)
PHILOSOPHY AND RELIGION
PHYSICAL SCIENCES
PHYSICS, GENERAL
POLITICAL SCIENCE, GENERAL
PROTECTIVE SERVICES
PSYCHOLOGY
READING TEACHER EDUCATION
SOCIOLOGY
SPECIAL EDUCATION, GENERAL
SPEECH-LANGUAGE PATHOLOGY AND AUDIOLOGY
TEACHER EDUCATION
VISUAL AND PERFORMING ARTS
TOTAL: 42

APPENDIX B

CUPA Public Faculty Salary-Trend Studies: 1990-91 and 1993-94

Institutions Participating in Both Studies:

Alabama A&M University (AL)
Angelo State University (TX)
Appalachian State University (NC)
Arkansas State University (AR)
Arkansas Technical University (AR)
Armstrong State College (GA)
Auburn University of Montgomery (AL)
Augusta College (GA)
Austin Peay State University (TN)
Ball State University (IN)
Black Hills State University (SD)
Bluefield State College (WV)
Boise State University (ID)
Bowie State University (MD)
Bridgewater State College (MA)
California State University Sacramento (CA)
California State University Stanislaus (CA)
Castleton State College (VT)
Central Michigan University (MI)
Central Missouri State University (MO)
Christopher Newport University (VA)
Clarion University of Pennsylvania (PA)
Cleveland State University (OH)
Clinch Valley College of the University of Virginia (VA)
College of Staten Island of the City University of New York (NY)
Columbus College (GA)
Dakota State University (SD)
Delta State University (MS)
Dickinson State University (ND)
East Central University (OK)
East Stroudsburg University (PA)
East Tennessee State University (TN)
East Texas State University (TX)
Eastern Connecticut State University (CT)
Eastern Illinois University (IL)
Eastern Kentucky University (KY)
Eastern Michigan University (MI)
Eastern Montana College (MT)
Eastern New Mexico University (NM)
Eastern Oregon State College (OR)
Eastern Washington University (WA)
Edinboro University of Pennsylvania (PA)
Emporia State University (KS)
Fitchburg State College (MA)
Fort Hays State University (KS)
Fort Lewis College (CO)
Framingham State College (MA)
Francis Marion University (SC)
Georgia College (GA)
Georgia Southern University (GA)
Georgia Southwestern College (GA)
Grambling State University (LA)
Grand Valley State University (MI)
Harris-Stowe State College (MO)
Henderson State University (AR)
Illinois State University (IL)
Indiana University of Pennsylvania (PA)
Jacksonville State University (AL)
James Madison University (VA)
Keene State College (NH)
Kennesaw State College (GA)
Kent State University (OH)
Kutztown University of Pennsylvania (PA)
Lake Superior State University (MI)
Lander College (SC)
Livingston University (AL)
Longwood College (VA)
Louisiana State University in Shreveport (LA)
Louisiana Tech University (LA)
Mankato State University (MN)
Marshall University (WV)
Mayville State University (NE)
McNeese State University (LA)
Mesa State College (CO)
Metropolitan State College of Denver (CO)
Middle Tennessee State University (TN)
Millersville University of Pennsylvania (PA)
Minot State University (ND)
Mississippi Valley State University (MS)
Missouri Southern State College (MO)
Missouri Western State College (MO)
Montana College of Mineral Science and Technology (MT)
Montclair State College (NJ)
Moorhead State University (MN)
Morehead State University (KY)
Morgan State University (MD)
Murray State University (KY)
New Mexico Highlands University (NM)
Nicholls State University (LA)
North Adams State College (MA)
North Carolina Agricultural and Technical State University (NC)

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Participating Institutions (continued):

Northeast Louisiana University (LA)
Northeast Missouri State University (MO)
Northeastern Illinois University (IL)
Northern Arizona University (AZ)
Northern Illinois University (IL)
Northern Kentucky University (KY)
Northern State University (SD)
Northwest Missouri State University (MO)
Northwestern State University (LA)
Oakland University (MI)
Oklahoma Panhandle State University (OK)
Old dominion University (VA)
Oregon Institute of Technology (OR)
Peru State College (NE)
Pittsburg State University (KS)
Portland State University (OR)
Prairie View A&M University (TX)
Purdue University Calumet (IN)
Ramapo College of New Jersey (NJ)
Rhode Island College (RI)
Saginaw Valley State University (MI)
Salem State College (MA)
Salisbury State University (MD)
San Diego State University (CA)
Sangamon State University (IL)
Shawnee State University (OH)
Shippensburg University of Pennsylvania (PA)
Sonoma State University (CA)
Southeast Missouri State University (MO)
Southwastern Louisiana University (LA)
Southeastern Oklahoma State University (OK)
Southern Arkansas University (AR)
Southern college of Technology (GA)
Southern Connecticut State University (CT)
Southern Illinois University at Edwardsville (IL)
Southwest Missouri State University (MO)
Southwest Texas State University (TX)
St. Claud State University (NM)
State University of New York at Brockport (NY)
State University of New York College at Fredonia (NY)
State University of New York College at Geneseo (NY)
State University of New York College at Oneonta (NY)
State University of New York College at Oswego (NY)
State University of New York College at
  Plattsburgh (NY)
State University of New York College at Potsdam (NY)
Tarleton State University (TX)
Tennessee Technological University (TN)
Texas A&M University-Corpus Christi TX)
Texas Woman's University (TX)
Towson State University (MD)
Trenton State College (NJ)
University of Akron (OH)
University of Alabama in Huntsville (AL)
University of Alaska Southeast (AK)
University of Arkansas at Little Rock (AR)
University of Central Florida (FL)
University of Central Oklahoma (OK)
University of Colorado at Colorado Springs (CO)
University of Guam (GU)
University of Houston-Clear Lake (TX)
University of Maine at Farmington (ME)
University of Maine at Fort Kent (ME)
University of Maryland Baltimore County (MD)
University of Massachusetts Dartmouth (MA)
University of Massachusetts Lowell (MA)
University of Memphis (TN)
University of Missouri-St. Louis (MO)
University of Montevallo (AL)
University of Nebraska at Kearney (NE)
University of Nebraska at Omaha (NE)
University of North Carolina at Asheville (NC)
University of North Carolina at Charlotte (NC)
University of North Carolina at Greensboro (NC)
University of North Carolina at Wilmington (NC)
University of North Texas (TX)
University of Pittsburgh at Bradford (PA)
University of Puerto Rico-Cayey (PR)
University of Puerto Rico-Humacao University
  College (PR)
University of Science and Arts of Oklahoma (OK)
University of South Alabama (AL)
University of South Carolina at Spartanburg (SC)
University of Southern Carolina-Aiken (SC)
University of South Florida (The) (FL)
University of Southern Colorado (CO)
University of Southern Indiana (IN)
University of Southern Maine (ME)
University of Southern Mississippi (MS)
University of Southwestern Louisiana (LA)
University of Tennessee at Chattanooga (TN)
University of Texas at Dallas (The) (TX)
University of Texas at El Paso (The) (TX)
University of Texas at San Antonio (TX)
University of Texas at Tyler (The) (TX)

Participating Institutions (continued):

University of the Virgin Islands (VI)
University of West Florida (FL)
University of Wisconsin-Eau Claire (WI)
University of Wisconsin-Green Bay (WI)
University of Wisconsin-LaCrosse (WI)
University of Wisconsin-Oshkosh (WI)
University of Wisconsin-Parkside (WI)
University of Wisconsin-Platteville (WI)
Univesrity of Wisconsin-Stevens Point (WI)
University of Wisconsin-Superior (WI)
University of Wisconsin-Whitewater (WI)
Valley City State University (ND)
Washburn University (KS)
Wayne State College (NE)
Weber State University (UT)
West Chester University of Pennsylvania (PA)
West Georgia College (GA)
Western Carolina University (NC)
Western Illinois University (IL)
Western Kentucky University (KY)
Western Michigan University (MI)
Western Montana College (MT)
Western Oregon State College (OR)
Western Washington University (WA)
Wichita State University (The) (KS)
William Paterson College of New Jersey (NJ)
Winston-Salem State University (NC)
Wright State University (OH)
Youngstown State University (OH)

Total Institutions = 221

APPENDIX C

CUPA Private Faculty Salary-Trend Studies: 1990-91 and 1993-94

Institutions Participating in Both Studies:

Abilene Christian University (TX)
Adrian College (MI)
Agnes Scott College (GA)
Albertus Magnus College (CT)
Alfred University (NY)
Allenton College of St. Francis de Sales (PA)
Alma College (MI)
Alvernia College (PA)
Alverno College (WI)
American University (The) (DC)
Amherst College (MA)
Anderson University (IN)
Anna Maria College (MA)
Aquinas College (MI)
Arkansas College (AR)
Ashland University (OH)
Aurora University (IL)
Avila College (MO)
Azusa Pacific University (CA)
Babson College (MA)
Baker College of Flint (MI)
Baldwin-Wallace College (OH)
Barry University (FL)
Beaver College (PA)
Bellarmine College (KY)
Belmont University (TN)
Benedict College (SC)
Benedictine College (KS)
Bentley College (MA)
Bethany College (KS)
Bethany College (WV)
Bethel College (IN)
Bethel College (MN)
Birmingham-Southern College (AL)
Blackburn University (IL)
Bloomfield College (NJ)
Bradley University (OH)
Bridgewater College (VA)
Bryn Mawr College (PA)
Cabrini College (PA)
Caldwell College (NJ)
Calvin College (MI)
Capitol College (MD)
Catawba College (NC)
Catholic University of America (DC)
Centenary College of Louisiana (LA)
Central Baptist College (AR)
Central College (IA)
Charleston Southern University (SC)
Christian Brothers University (TN)
Clarke College (IA)
Clarkson University (NY)
Clear Creek Baptist Bible College (KY)
Coker College (SC)
College of Great Falls (MT)
College of Mount Saint Vincent (NY)
College of Notre Dame (CA)
College of Notre Dame of Maryland (MD)
College of Saint Benedict (MN)
College of Saint Elizabeth (NJ)
College of Saint Rose (NY)
College of St. Catherine (MN)
College of St. Scholastica (MN)
College of the Southwest (NM)
Columbia College (MO
Columbia College (SC)
Concordia College (MN)
Concordia College (NE)
Concordia University Wisconsin (WI)
Cornell College (IA)
Creighton University (NE)
D'Youville College (NY)
Dakota Wesleyan University (SD)
Davidson College (NC)
Davis & Elkins College (WV)
Defiance College (The) (OH)
DePaul University (IL)
Dickinson College (PA)
Doane College (NE)
Dominican College (NY)
Dordt College (IA)
Drake University (IA)
Drew University (NJ)
Drexel University (PA)
Drury College (MO)
Duquesne University (PA)
Eckerd College (FL)
Edgewood College (WI)
Elizabethtown College (PA)
Elmira College (NY)
Emory & Henry College (VA)
Fairfield University (CT)
Ferrum College (VA)
Franciscan University of Steubenville (OH)
Franklin and Marshall College (PA)
Freed-Hardeman University (TN)
Friends University (KS)
Furman University (SC)

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Participating Institutions (continued):

Garner-Webb University (NC)
George Washington University (DC)
Georgetown University (DC)
Gonzaga University (WA)
Gordon College (MA)
Goshen College (IN)
Great Lakes Christian College (MI)
Grinnell College (IA)
Guilford College (NC)
Hampton University (VA)
Hartwick College (NY)
Hastings College (NE)
Hebrew College (MA)
Heidelberg College (OH)
Hilbert College (NY)
Hobart and William Smith Colleges (NY)
Holy Family College (PA)
Holy Names College (CA)
Hope College (MI)
Houghton College (NY)
Immaculata College (PA)
Iona College (NY)
Jamestown College (ND)
John Carroll University (OH)
Johnson C. Smith University (NC)
Judson College (AL)
Kalamazoo College (MI)
Kenyon College (OH)
King's College (PA)
La Roche College (PA)
LaGrange College (GA)
Lakeland College (WI)
Lancaster Bible College (PA)
Le Moyne College (NY)
Lebanon Valley College of Pennsylvania (PA)
Lees McRae College (NC)
LeTourneau University (TX)
Limestone College (SC)
Lindsey Wilson College (KY)
Linfield College (OR)
Loras College (IA)
Loyola College in Maryland (MD)
Loyola Marymount University (CA)
Lubbock Christian University (TX)
Lycoming College (PA)
Lynchburg College (VA)
Madonna University (MI)
Malone College (OH)
Manhattan College (NY)
Marist College (NY)
Mars Hill College (NC)
Mary Baldwin College (VA)
Marymount College Tarrytown (NY)
Maryville University of St. Louis (MO)
Marywood College (PA)
Massachusetts Institute of Technology (MA)
Medaille College (NY)
Memphis Theological Seminary (TN)
Mercer University (GA)
Mercy College (NY)
Midland Lutheran College (NE)
Midway College (KY)
Millikin University (IL)
Monmouth College (NJ)
Montreat-Anderson College (NC)
Moravian College (PA)
Mount Union College (OH)
Muhlenberg College (PA)
Muskingum College (OH)
Neumann College (PA)
Niagara University (NY)
North Central College (IL)
Northeastern University (MA)
Northland College (WI)
Northwest College (WA)
Northwestern College (IA)
Norwich Univesrity (VT)
Notre Dame College of Ohio (OH)
Nusson College (ME)
Oakwood College (AL)
Occidental College (CA)
Ohio Northern University (OH)
Ohio Wesleyan University (OH)
Oklahoma Baptist University (OK)
Olivet Nazarene University (IL)
Our Lady of Holy Cross College (LA)
Our Lady of the Lake University (TX)
Pace University (NY)
Pacific Lutheran University (WA)
Palm Beach Atlantic College (FL)
Pepperdine University (CA)
Pfeiffer College (NC)
Pikeville College (KY)
Pine Manor College (MA)
Point Park College (PA)
Presbyterian College (SC)
Quincy College (IL)
Quinnipiac College (CT)
Randolph-Macon College (VA)
Randolph-Macon Woman's College (VA)
Reed College (OR)
Reformed Bible College (MI)
Rensselaer Polytechnic Institute (NY)
Rider College (NJ)
Ripon College (WI)
Rivier College (NH)
Robert Morris College (PA)
Rockhurst College (MO)

Participating Institutions (continued):

Rocky Mountain College (MT)
Rollins College (FL)
Roosevelt University (IL)
Rosary College (IL)
Rose-Hulman Institute of Technology (IN)
Russell Sage College (NY)
Sacred Heart University (CT)
Saint Francis College (PA)
Saint Joseph's University (PA)
Saint Martin's College (WA)
Saint Mary College (KS)
Saint Mary's College (IN)
Saint Mary's College of California (CA)
Saint Meinrad College (IN)
Saint Vincent College (PA)
Salem College (NC)
Santa Clara University (CA)
Schreiner College (TX)
Scripps College (CA)
Seattle Pacific University (WA)
Seattle University (WA)
Seton Hill College (PA)
Shorter College (GA)
Siena Heights College (MI)
Simpson College (IA)
Simpson College (CA)
Sioux Falls College (SD)
Skidmore College (NY)
Southwestern Assemblies of God College (TX)
Spalding University (KY)
Spring Hill College (AL)
St. Ambrose University (IA)
St. Bonaventure University (NY)
St. Edward's University (TX)
St. Francis College (NY)
St. John Fisher College (NY)
St. John's University (MN)
St. Norbert College (WI)
St. Thomas University (FL)
Stanford University (CA)
Stillman College (AL)
Susquehanna University (PA)
Syracuse University (NY)
Tabor College (KS)
Teikyo Westmar University (IA)
Texas Christian University (TX)
Thomas More College (KY)
Tiffin University (OH)
Transylvania University (KY)
Tri-State University (IN)
Tusculum College (TN)
Tuskegee University (AL)
Union Institute (The) (OH)
Union University (TN)
University of Bridgeport (CT)
University of Central Texas (TX)
University of Charleston (The) (WV)
University of Dallas (TX)
University of Dayton (OH)
University of Denver (CO)
University of Dubuque (IA)
University of Evansville (IN)
University of La Verne (CA)
University of Miami (FL)
University of New Haven (CT)
University of Portland (OR)
University of Richmond (VA)
University of San Diego (CA)
University of San Francisco (CA)
University of St. Thomas (TX)
University of St. Thomas (MN)
University of the Ozarks (AR)
University of The South (The) (TN)
University of Tulsa (OK)
Upper Iowa University (IA)
Villanova University (PA)
Viterbo College (WI)
Walsh College (OH)
Warner Southern College (FL)
Wartburg College (IA)
Washington and Jefferson College (PA)
Washington and Lee University (VA)
Washington College (MD)
Webber College (FL)
Wesley College (DE)
Wesleyan College (GA)
Western Baptist College (OR)
Western Maryland College (MD)
Westminster College (PA)
Westminster College of Salt Lake City (UT)
Wheaton College (MA)
Wheeling Jesuit College, Inc. (WV)
Whittier College (CA)
Widener University (PA)
William Jewell College (MO)
Wilmington College (OH)
Wilmington College (DE)
Wingate College (NC)
Wisconsin Lutheran College (WI)
Woodbury University (CA)
York College of Pennsylvania (PA)

Total Institutions: 306

SALARY-TREND STUDY OF FACULTY IN SPEECH PATHOLOGY AND AUDIOLOGY FOR THE YEARS 1990-91 AND 1993-94

By
Richard D. Howe
and
Mary Ruth Sizer

Since 1982-83 the College and University Personnel Association (CUPA) in Washington, D.C., in cooperation with Appalachian State University in Boone, North Carolina, has conducted annual national faculty salary studies by discipline and rank each year through 1993-94. Each year two separate studies are conducted, one for public senior colleges and universities, and the other for private senior colleges and universities.

Salary data for each study were collected and tabulated for full-time teaching faculty in 42 selected academic disciplines including speech pathology and audiology. The disciplines were chosen from among those defined by *A Classification of Instructional Programs* (*CIP*), 1990. The definition of the discipline/-major field of speech pathology and audiology in the *CIP* is as follows:

> An instructional program that prepares individuals to provide therapeutic care to persons with hearing and related communications disorders. Includes instruction in the principles of audiology; structure and development of hearing and communications disorders; speech disorder and hearing loss identification and assessment; aural rehabilitations; psychosocial and educational effects of speech and hearing disorders; and the planning and management of patient therapy.*
>
> [**A Classification of Instructional Programs* (Washington, D.C.: National Center for Education Statistics, [1990], pp. 169-170--51.0204).]

This article presents a summary of the overall average salary increases in the discipline/major field of speech pathology and audiology from the "baseline year" of 1990-91 to and including the "trend year" of 1993-94 for both public and private institutions. Of the 282 institutions which participated in CUPA's

PUBLIC study of 1990-91, 221 also participated in 1993-94. Data from those same 221 institutions were used in both the baseline year and the trend year. Of the 460 institutions which participated in CUPA's PRIVATE study of 1990-91, 306 also participated in 1993-94. Data from those same 306 institutions were used in both the baseline year and the trend year.

This article lists the average salaries of speech pathology/audiology for both public and private participating institutions by rank, including NEW ASST PROF (new assistant professor), the FAC MIX PCT (faculty mix percentage) and the SALARY FACTOR. In addition, comparisons are made with the CPI (Consumer Price Index) of changes in cost-of-living between the two studies for each of the two study years (1990-91 and 1993-94).

The CPI uses a base period of 1982-84 and is based on prices of food, clothing, shelter and fuels, transportation, medical care, entertainment, and other goods and services that people buy for day-to-day living. In examining trends in faculty salary, it is important to consider any changes in the purchasing power of salaries due to inflation. Thus by comparing changes in the faculty salaries with the CPI, a more precise representation of "real" salary increases is yielded.

The salary is based on a nine- or ten-month academic year salary of full-time faculty only. It does not include any faculty members teaching less than 51 percent. Salary for summer academic work, fringe benefits, and perquisites are not included in the salary data. The average salary is based on the study information with the assumption that all employees are full-time. The average salary displayed is an average of all faculty salaries reported for a given rank and discipline.

The "NUM" means the number of faculty members whose salaries were included to compute the average salary.

The "N/IN" means the number of institutions that reported salary data for a given academic rank and discipline/major field.

The FAC MIX PCT is the percentage of faculty in a given discipline/major field who hold a given academic rank. For example, a FAC MIX PCT factor of 29.0 for associate professor of speech pathology and audiology in the 1990-91 public study means that 29 percent of the faculty in that discipline/major field hold the rank of associate professor.

The SALARY FACTOR for a given rank of a given discipline/major field is the ratio of the average salary to the total average salary of all institutions in each of the four studies: PUBLIC 1990-91, PUBLIC 1993-94, PRIVATE 1990-91 and PRIVATE 1993-94. For example, a SALARY FACTOR of .98 for associate professors in the discipline/major field of speech pathology and audiology in the 1990-91 public study means that their average salary is two percent below the average salary of all associate professors in all institutions in that study.

NEW ASST PROF is the grouping of assistant professors who were hired for the first time in the fall of the study year (1990-91 or 1993-94). All information for this group was included in the ASST PROF group for reporting purposes. This group is used mainly for new hiring information.

ALL MAJOR FIELDS is the entire data base for all 42 disciplines/major fields in each of the four studies. It is used to compare, among other things, the discipline/major field of speech pathology and audiology with the entire data base for each study.

Of particular import to the reader is noting the size of the sample on which each percentage or dollar value is based. The smaller the number in the group, the greater the effect of extreme scores on a descriptive statistic such as the average. It should be noted also that any large disparity in the sample sizes between the "baseline year" of 1990-91 and the "trend year" of 1993-94 will lessen the reliability and validity of any conclusions that one might make based on a simple comparison of averages.

	PROF			ASSO PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN
PUBLIC, 1990-91:	DISCIPLINE: HEALTH PROFESSIONS AND RELATED SCIENCES MAJOR FIELD: SPEECH-LANGUAGE PATHOLOGY AND AUDIOLOGY																	
AVERAGE SALARY:	49613	162	57	39255	146	58	31949	145	60	31478	27	22	25989	51	31	39140	504	74
FAC MIX PCT:	32.1%			29.0%			28.8%			5.4%			10.1%			100.0%		
SALARY FACTOR:	1.00			0.98			0.95			0.97			1.00			0.98%		
	ALL MAJOR FIELDS																	
AVERAGE SALARY:	49382	20535		40201	17323		33479	17898		32406	2968		25977	5278		40089	61034	221
FAC MIX PCT:	33.6%			28.4%			29.3%			4.9%			8.6%			100.0%		
PUBLIC, 1993-94:	DISCIPLINE: HEALTH PROFESSIONS AND RELATED SCIENCES MAJOR FIELD: SPEECH-LANGUAGE PATHOLOGY AND AUDIOLOGY																	
AVERAGE SALARY:	53907	149	59	43495	129	53	36555	163	59	33833	9	9	27636	50	30	42736	491	74
FAC MIX PCT:	30.3%			26.3%			33.2%			1.8%			10.2%			100.0%		
SALARY FACTOR:	1.00			1.00			1.01			0.97			1.01			0.98		
	ALL MAJOR FIELDS																	
AVERAGE SALARY:	53700	20965		43457	17404		36275	17890		34850	2587		27419	4384		43720	60643	221
FAC MIX PCT:	34.6%			28.7%			29.5%			4.3%			7.2%			100.0%		
PRIVATE, 1990-91:	DISCIPLINE: HEALTH PROFESSIONS AND RELATED SCIENCES MAJOR FIELD: SPEECH-LANGUAGE PATHOLOGY AND AUDIOLOGY																	
AVERAGE SALARY:	45683	10	7	36604	17	9	29989	18	7	36000	1	1	22333	5	4	34612	50	16
FAC MIX PCT:	20.0%			34.0%			36.0%			2.0%			10.0%			100.0%		
SALARY FACTOR:	0.89			0.93			0.92			1.16			0.85			0.86		
	ALL MAJOR FIELDS																	
AVERAGE SALARY:	51194	10278		39238	9563		32704	9984		30965	1513		26246	1868		40291	31693	306
FAC MIX PCT:	32.4%			30.2%			31.5%			4.8%			5.9%			100.0%		
PRIVATE, 1993-94:	DISCIPLINE: HEALTH PROFESSIONS AND RELATED SCIENCES MAJOR FIELD: SPEECH-LANGUAGE PATHOLOGY AND AUDIOLOGY																	
AVERAGE SALARY:	51292	12	9	40905	17	10	34936	18	10	34000	2	2	31224	3	3	40668	50	16
FAC MIX PCT:	9.2%			26.3%			51.0%			5.8%			13.5%			100.0%		
SALARY FACTOR:	0.87			0.92			0.94			0.95			1.07			0.81		
	ALL MAJOR FIELDS																	
AVERAGE SALARY:	57805	10854		43900	9968		36283	10119		33719	1372		28694	1637		45403	32578	306
FAC MIX PCT:	33.3%			30.6%			31.1%			4.2%			5.0%			100.0%		

RESULTS OF THE TWO PUBLIC STUDIES, 1990-91 AND 1993-94

In the PUBLIC 1990-91 salary study in the above table, the reader may note that the discipline/major field of speech pathology and audiology was reported in 74 of the 221 public institutions. The average salary of the 504 faculty was $39,140. This average salary was approximately 2.4 percent lower than the average salary of $40,089 for all 61,034 faculty in ALL MAJOR FIELDS in the 1990-91 public study.

In the PUBLIC 1993-94 salary study in the above table, the discipline/major field of speech pathology and audiology was reported in 74 of the same 221 public institutions. The average salary of the 491 faculty was $42,736. This average salary was approximately 2.3 percent lower than the average salary of $43,720 for all 60,643 faculty in ALL MAJOR FIELDS in the 1993-94 public study.

The increase in average salaries for all faculty in the discipline/major field of speech pathology and audiology after three years in the public institutions studied was 9.2 percent ($42,736 minus $39,140 equals $3,596). The CPI of increased cost-of-living between October 1990 and October 1993 was 9.1 percent. In comparison with the CPI, there was a relative increase in speech pathology and audiology average faculty salaries over the three-year period by .1 percent or an average of .03 percent each year below the cost-of-living.

The increase in average salaries for all faculty in ALL MAJOR FIELDS after three years in the public institutions studied was 9.1 percent ($43,720 minus $40,089 equals $3,631). In comparison to the discipline/major field of speech pathology and audiology (9.2%), therefore, the faculty in ALL MAJOR FIELDS received a relative increase in their salaries of .1 percent (9.2% minus 9.1% equals .1%) less than faculty in the discipline/major field of speech pathology and audiology.

The reader may note that the faculty mix percentage in speech pathology and audiology is higher at the professor rank than at the assistant professor rank in the 1990-91 study: 32.1 percent vs. 28.8 percent, and in the 1993-94 study it is lower at 30.3 percent vs. 33.2 percent, respectively. The differences in faculty mix percentage at the ranks of professor and assistant professor in ALL MAJOR FIELDS for both public studies are as follows: 33.6 percent vs. 29.3 percent (1990-91) and 34.6 percent vs. 29.5 percent (1993-94), respectively.

Finally, the hiring rate of new assistant professors in speech pathology and audiology in the public studies was lower than the hiring rate of ALL MAJOR FIELDS in 1990-91, 5.4 percent (27/504) vs. 4.9 percent (2,968/61,034), respectively; and higher in 1993-94, 1.8 percent (9/491) vs. 4.3 percent (2,587/-60,643), respectively.

RESULTS OF THE TWO PRIVATE STUDIES, 1990-91 AND 1993-94

In the PRIVATE 1990-91 salary study in the above table, the reader may note that the discipline/major field of speech pathology and audiology was reported in 16 of the 306 private institutions. The average salary of the 50 faculty was $34,612. This average salary was 16.4 percent lower than the average salary of $40,291 for all 31,693 faculty in ALL MAJOR FIELDS in the 1990-91 private study.

In the PRIVATE 1993-94 salary study in the above table, the discipline/-major field of speech pathology and audiology was reported in 16 of the same 306 private institutions. The average salary of the 50 faculty was $40,668. This average salary was 11.6 percent lower than the average salary of $45,403 for all 32,578 faculty in ALL MAJOR FIELDS in the 1993-94 private study.

The increase in average salaries for all faculty in speech pathology and audiology after three years in the private institutions studied was 17.5 percent ($40,668 minus $34,612 equals $6,056). The CPI of increased cost-of-living between October 1990 and October 1993 was 9.1 percent. A more realistic increase, therefore, in the average faculty salaries over the three-year time period, is 8.4 percent or 2.8 percent each year above the cost-of-living.

The increase in average salaries for all faculty in ALL MAJOR FIELDS after three years in the private institutions studied was 12.7 percent ($45,403 minus $40,291 equals $5,112). In comparison to the discipline/major field of speech pathology and audiology (17.5%), therefore, the faculty in ALL MAJOR FIELDS increased their salaries by 4.8 percent (17.5% minus 12.7% equals 4.8%) less than faculty in speech pathology and audiology.

In the discipline/major field of speech pathology and audiology, the reader may note that the faculty mix percentage is lower at the professor rank in comparison to the assistant professor rank in the 1990-91 study: 20 percent vs. 36 percent, respectively; and it is higher in the 1993-94 study: 24 percent vs. 36 percent, respectively. The differences in the ranks of professor and assistant professor in ALL MAJOR FIELDS for both private studies are as follows: 32.4 percent vs. 31.5 percent (1990-91), and 33.3 percent vs. 31.1 percent (1993-94), respectively.

Finally, the reader may note that the hiring rate of new assistant professors in speech pathology and audiology was lower than the hiring rate in ALL MAJOR FIELDS in the 1990-91 private study: 2 percent (1/50) vs. 4.8 percent (1,513/31,693), respectively, and lower in the 1993-94 private study: 4 percent (2/50) vs. 4.2 percent (1,372/32,578), respectively.

CONCLUDING REMARKS

This article presented salary-trend information on the academic discipline/-major field of speech pathology and audiology and compared that information with ALL MAJOR FIELDS and with the CPI over a period of three years from the "baseline year" of 1990-91 through the "trend year" of 1993-94. Two studies, one for public institutions, and the other for private institutions were conducted for the baseline year and for the trend year--a total of four studies. A total of 1,095 (.6%) faculty in the discipline/major field of speech pathology and audiology participated and were included in the 42 disciplines/major fields in each of the four studies and in the overall total of 185,948 participating faculty. The same 221 public institutions and the same 306 private institutions in the United States participated in the baseline year and in the trend year.

Although many interpolations and extrapolations of the data may be made, a few of the more important ones are as follows. First, the average faculty salary in the discipline/major field of speech pathology and audiology in 1990-91 in the public and private studies were 2.4 percent below and 14 percent below the average faculty salary factors for all ranks in ALL MAJOR FIELDS (1.00), respectively. The average faculty salary for all ranks in speech pathology and audiology in 1993-94 in the public and private studies were 2.3 percent below and 19 percent below the average salary factors for all ranks in ALL MAJOR FIELDS (1.00), respectively.

Second, the CPI of October 1993 increased 9.1 percent from the CPI of October 1990, and indicates that the faculty in speech pathology and audiology in the public institutions received an average annual salary increase of .03 percent below the cost-of-living. In the private institutions the annual average salary increase was 2.8 percent above the cost-of-living.

Third, in the discipline/major field of speech pathology and audiology the professor rank FAC MIX PCT is higher than in the assistant professor rank in the 1990-91 public study but lower in the 1993-94 public study and in the 1990-91 and 1993-94 private studies.

Finally, the hiring rate of new assistant professors in speech pathology and audiology in the 1990-91 public study is higher than in ALL MAJOR FIELDS. In the 1993-94 public study the hiring rate is lower than in ALL MAJOR FIELDS. In the 1990-91 private study it is lower but in the 1993-94 private study it is higher.

Now that a rather significant data base of average faculty salaries in the individual academic discipline/major field of speech pathology and audiology is being developed, it is anticipated that this current information will be a valuable reference tool for interested administrators and professors.

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APPENDICES:

A - OVERALL LIST OF SELECTED DISCIPLINES, page 10

B - LIST OF PUBLIC Participating Institutions, page 11

C - LIST OF PRIVATE Participating Institutions, page 14

APPENDIX A

OVERALL LIST OF SELECTED DISCIPLINES

ACCOUNTING

ADMINISTRATIVE ASSISTANT/SECRETARIAL SCIENCE, GENERAL

ANTHROPOLOGY

AREA, ETHNIC, AND CULTURAL STUDIES

BIOLOGICAL SCIENCES/LIFE SCIENCES

BUSINESS ADMINISTRATION AND MANAGEMENT, GENERAL

BUSINESS MANAGEMENT AND ADMINISTRATIVE SERVICES

BUSINESS/MANAGERIAL ECONOMICS

BUSINESS MARKETING AMD MARKETING MANAGEMENT

CHEMISTRY, GENERAL

COMMUNICATIONS

COMMUNICATION TECHNOLOGIES

COMPUTER AND INFORMATION SCIENCES

COUNSELOR EDUCATION COUNSELING AND GUIDANCE SERVICES

DRAMA/THEATER ARTS, GENERAL

ECONOMICS, GENERAL

EDUCATION

ENGINEERING

ENGINEERING-RELATED TECHNOLOGIES

ENGLISH LANGUAGE AND LITERATURE/LETTERS

FOREIGN LANGUAGES AND LITERATURES

GEOGRAPHY

GEOLOGY

HISTORY, GENERAL

HOME ECONOMICS

LIBRARY SCIENCE

MATHEMATICS

MULTI/INTERDISCIPLINARY STUDIES

MUSIC, GENERAL

NURSING (R.N. TRAINING)

PHILOSOPHY AND RELIGION

PHYSICAL SCIENCES

PHYSICS, GENERAL

POLITICAL SCIENCE, GENERAL

PROTECTIVE SERVICES

PSYCHOLOGY

READING TEACHER EDUCATION

SOCIOLOGY

SPECIAL EDUCATION, GENERAL

SPEECH-LANGUAGE PATHOLOGY AND AUDIOLOGY

TEACHER EDUCATION

VISUAL AND PERFORMING ARTS

TOTAL: 42

APPENDIX B

CUPA Public Faculty Salary-Trend Studies: 1990-91 and 1993-94

Institutions Participating in Both Studies:

Alabama A&M University (AL)
Angelo State University (TX)
Appalachian State University (NC)
Arkansas State University (AR)
Arkansas Technical University (AR)
Armstrong State College (GA)
Auburn University of Montgomery (AL)
Augusta College (GA)
Austin Peay State University (TN)
Ball State University (IN)
Black Hills State University (SD)
Bluefield State College (WV)
Boise State University (ID)
Bowie State University (MD)
Bridgewater State College (MA)
California State University Sacramento (CA)
California State University Stanislaus (CA)
Castleton State College (VT)
Central Michigan University (MI)
Central Missouri State University (MO)
Christopher Newport University (VA)
Clarion University of Pennsylvania (PA)
Cleveland State University (OH)
Clinch Valley College of the University of Virginia (VA)
College of Staten Island of the City University of New York (NY)
Columbus College (GA)
Dakota State University (SD)
Delta State University (MS)
Dickinson State University (ND)
East Central University (OK)
East Stroudsburg University (PA)
East Tennessee State University (TN)
East Texas State University (TX)
Eastern Connecticut State University (CT)
Eastern Illinois University (IL)
Eastern Kentucky University (KY)
Eastern Michigan University (MI)
Eastern Montana College (MT)
Eastern New Mexico University (NM)
Eastern Oregon State College (OR)
Eastern Washington University (WA)
Edinboro University of Pennsylvania (PA)
Emporia State University (KS)
Fitchburg State College (MA)
Fort Hays State University (KS)
Fort Lewis College (CO)
Framingham State College (MA)
Francis Marion University (SC)
Georgia College (GA)
Georgia Southern University (GA)
Georgia Southwestern College (GA)
Grambling State University (LA)
Grand Valley State University (MI)
Harris-Stowe State College (MO)
Henderson State University (AR)
Illinois State University (IL)
Indiana University of Pennsylvania (PA)
Jacksonville State University (AL)
James Madison University (VA)
Keene State College (NH)
Kennesaw State College (GA)
Kent State University (OH)
Kutztown University of Pennsylvania (PA)
Lake Superior State University (MI)
Lander College (SC)
Livingston University (AL)
Longwood College (VA)
Louisiana State University in Shreveport (LA)
Louisiana Tech University (LA)
Mankato State University (MN)
Marshall University (WV)
Mayville State University (NE)
McNeese State University (LA)
Mesa State College (CO)
Metropolitan State College of Denver (CO)
Middle Tennessee State University (TN)
Millersville University of Pennsylvania (PA)
Minot State University (ND)
Mississippi Valley State University (MS)
Missouri Southern State College (MO)
Missouri Western State College (MO)
Montana College of Mineral Science and Technology (MT)
Montclair State College (NJ)
Moorhead State University (MN)
Morehead State University (KY)
Morgan State University (MD)
Murray State University (KY)
New Mexico Highlands University (NM)
Nicholls State University (LA)
North Adams State College (MA)
North Carolina Agricultural and Technical State University (NC)

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Participating Institutions (continued):

Northeast Louisiana University (LA)
Northeast Missouri State University (MO)
Northeastern Illinois University (IL)
Northern Arizona University (AZ)
Northern Illinois University (IL)
Northern Kentucky University (KY)
Northern State University (SD)
Northwest Missouri State University (MO)
Northwestern State University (LA)
Oakland University (MI)
Oklahoma Panhandle State University (OK)
Old dominion University (VA)
Oregon Institute of Technology (OR)
Peru State College (NE)
Pittsburg State University (KS)
Portland State University (OR)
Prairie View A&M University (TX)
Purdue University Calumet (IN)
Ramapo College of New Jersey (NJ)
Rhode Island College (RI)
Saginaw Valley State University (MI)
Salem State College (MA)
Salisbury State University (MD)
San Diego State University (CA)
Sangamon State University (IL)
Shawnee State University (OH)
Shippensburg University of Pennsylvania (PA)
Sonoma State University (CA)
Southeast Missouri State University (MO)
Southwestern Louisiana University (LA)
Southeastern Oklahoma State University (OK)
Southern Arkansas University (AR)
Southern college of Technology (GA)
Southern Connecticut State University (CT)
Southern Illinois University at Edwardsville (IL)
Southwest Missouri State University (MO)
Southwest Texas State University (TX)
St. Claud State University (MN)
State University of New York at Brockport (NY)
State University of New York College at Fredonia (NY)
State University of New York College at Geneseo (NY)
State University of New York College at Oneonta (NY)
State University of New York College at Oswego (NY)
State University of New York College at
Plattsburgh (NY)
State University of New York College at Potsdam (NY)
Tarleton State University (TX)
Tennessee Technological University (TN)
Texas A&M University-Corpus Christi TX)
Texas Woman's University (TX)
Towson State University (MD)
Trenton State College (NJ)
University of Akron (OH)
University of Alabama in Huntsville (AL)
University of Alaska Southeast (AK)
University of Arkansas at Little Rock (AR)
University of Central Florida (FL)
University of Central Oklahoma (OK)
University of Colorado at Colorado Springs (CO)
University of Guam (GU)
University of Houston-Clear Lake (TX)
University of Maine at Farmington (ME)
University of Maine at Fort Kent (ME)
University of Maryland Baltimore County (MD)
University of Massachusetts Dartmouth (MA)
University of Massachusetts Lowell (MA)
University of Memphis (TN)
University of Missouri-St. Louis (MO)
University of Montevallo (AL)
University of Nebraska at Kearney (NE)
University of Nebraska at Omaha (NE)
University of North Carolina at Asheville (NC)
University of North Carolina at Charlotte (NC)
University of North Carolina at Greensboro (NC)
University of North Carolina at Wilmington (NC)
University of North Texas (TX)
University of Pittsburgh at Bradford (PA)
University of Puerto Rico-Cayey (PR)
University of Puerto Rico-Humacao University
College (PR)
University of Science and Arts of Oklahoma (OK)
University of South Alabama (AL)
University of South Carolina at Spartanburg (SC)
University of Southern Carolina-Aiken (SC)
University of South Florida (The) (FL)
University of Southern Colorado (CO)
University of Southern Indiana (IN)
University of Southern Maine (ME)
University of Southern Mississippi (MS)
University of Southwestern Louisiana (LA)
University of Tennessee at Chattanooga (TN)
University of Texas at Dallas (The) (TX)
University of Texas at El Paso (The) (TX)
University of Texas at San Antonio (TX)
University of Texas at Tyler (The) (TX)

Participating Institutions (continued):

University of the Virgin Islands (VI)
University of West Florida (FL)
University of Wisconsin-Eau Claire (WI)
University of Wisconsin-Green Bay (WI)
University of Wisconsin-LaCrosse (WI)
University of Wisconsin-Oshkosh (WI)
University of Wisconsin-Parkside (WI)
University of Wisconsin-Platteville (WI)
University of Wisconsin-Stevens Point (WI)
University of Wisconsin-Superior (WI)
University of Wisconsin-Whitewater (WI)
Valley City State University (ND)
Washburn University (KS)
Wayne State College (NE)
Weber State University (UT)
West Chester University of Pennsylvania (PA)
West Georgia College (GA)
Western Carolina University (NC)
Western Illinois University (IL)
Western Kentucky University (KY)
Western Michigan University (MI)
Western Montana College (MT)
Western Oregon State College (OR)
Western Washington University (WA)
Wichita State University (The) (KS)
William Paterson College of New Jersey (NJ)
Winston-Salem State University (NC)
Wright State University (OH)
Youngstown State University (OH)

Total Institutions = 221

APPENDIX C

CUPA Private Faculty Salary-Trend Studies: 1990-91 and 1993-94

Institutions Participating in Both Studies:

Abilene Christian University (TX)
Adrian College (MI)
Agnes Scott College (GA)
Albertus Magnus College (CT)
Alfred University (NY)
Allenton College of St. Francis de Sales (PA)
Alma College (MI)
Alvernia College (PA)
Alverno College (WI)
American University (The) (DC)
Amherst College (MA)
Anderson University (IN)
Anna Maria College (MA)
Aquinas College (MI)
Arkansas College (AR)
Ashland University (OH)
Aurora University (IL)
Avila College (MO)
Azusa Pacific University (CA)
Babson College (MA)
Baker College of Flint (MI)
Baldwin-Wallace College (OH)
Barry University (FL)
Beaver College (PA)
Bellarmine College (KY)
Belmont University (TN)
Benedict College (SC)
Benedictine College (KS)
Bentley College (MA)
Bethany College (KS)
Bethany College (WV)
Bethel College (IN)
Bethel College (MN)
Birmingham-Southern College (AL)
Blackburn University (IL)
Bloomfield College (NJ)
Bradley University (OH)
Bridgewater College (VA)
Bryn Mawr College (PA)
Cabrini College (PA)
Caldwell College (NJ)
Calvin College (MI)
Capitol College (MD)
Catawba College (NC)
Catholic University of America (DC)
Centenary College of Louisiana (LA)
Central Baptist College (AR)
Central College (IA)
Charleston Southern University (SC)
Christian Brothers University (TN)
Clarke College (IA)
Clarkson University (NY)
Clear Creek Baptist Bible College (KY)
Coker College (SC)
College of Great Falls (MT)
College of Mount Saint Vincent (NY)
College of Notre Dame (CA)
College of Notre Dame of Maryland (MD)
College of Saint Benedict (MN)
College of Saint Elizabeth (NJ)
College of Saint Rose (NY)
College of St. Catherine (MN)
College of St. Scholastica (MN)
College of the Southwest (NM)
Columbia College (MO
Columbia College (SC)
Concordia College (MN)
Concordia College (NE)
Concordia University Wisconsin (WI)
Cornell College (IA)
Creighton University (NE)
D'Youville College (NY)
Dakota Wesleyan University (SD)
Davidson College (NC)
Davis & Elkins College (WV)
Defiance College (The) (OH)
DePaul University (IL)
Dickinson College (PA)
Doane College (NE)
Dominican College (NY)
Dordt College (IA)
Drake University (IA)
Drew University (NJ)
Drexel University (PA)
Drury College (MO)
Duquesne University (PA)
Eckerd College (FL)
Edgewood College (WI)
Elizabethtown College (PA)
Elmira College (NY)
Emory & Henry College (VA)
Fairfield University (CT)
Ferrum College (VA)
Franciscan University of Steubenville (OH)
Franklin and Marshall College (PA)
Freed-Hardeman University (TN)
Friends University (KS)
Furman University (SC)

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Participating Institutions (continued):

Garner-Webb University (NC)
George Washington University (DC)
Georgetown University (DC)
Gonzaga University (WA)
Gordon College (MA)
Goshen College (IN)
Great Lakes Christian College (MI)
Grinnell College (IA)
Guilford College (NC)
Hampton University (VA)
Hartwick College (NY)
Hastings College (NE)
Hebrew College (MA)
Heidelberg College (OH)
Hilbert College (NY)
Hobart and William Smith Colleges (NY)
Holy Family College (PA)
Holy Names College (CA)
Hope College (MI)
Houghton College (NY)
Immaculata College (PA)
Iona College (NY)
Jamestown College (ND)
John Carroll University (OH)
Johnson C. Smith University (NC)
Judson College (AL)
Kalamazoo College (MI)
Kenyon College (OH)
King's College (PA)
La Roche College (PA)
LaGrange College (GA)
Lakeland College (WI)
Lancaster Bible College (PA)
Le Moyne College (NY)
Lebanon Valley College of Pennsylvania (PA)
Lees McRae College (NC)
LeTourneau University (TX)
Limestone College (SC)
Lindsey Wilson College (KY)
Linfield College (OR)
Loras College (IA)
Loyola College in Maryland (MD)
Loyola Marymount University (CA)
Lubbock Christian University (TX)
Lycoming College (PA)
Lynchburg College (VA)
Madonna University (MI)
Malone College (OH)
Manhattan College (NY)
Marist College (NY)
Mars Hill College (NC)
Mary Baldwin College (VA)
Marymount College Tarrytown (NY)
Maryville University of St. Louis (MO)
Marywood College (PA)
Massachusetts Institute of Technology (MA)
Medaille College (NY)
Memphis Theological Seminary (TN)
Mercer University (GA)
Mercy College (NY)
Midland Lutheran College (NE)
Midway College (KY)
Millikin University (IL)
Monmouth College (NJ)
Montreat-Anderson College (NC)
Moravian College (PA)
Mount Union College (OH)
Muhlenberg College (PA)
Muskingum College (OH)
Neumann College (PA)
Niagara University (NY)
North Central College (IL)
Northeastern University (MA)
Northland College (WI)
Northwest College (WA)
Northwestern College (IA)
Norwich Univesrity (VT)
Notre Dame College of Ohio (OH)
Husson College (ME)
Oakwood College (AL)
Occidental College (CA)
Ohio Northern University (OH)
Ohio Wesleyan University (OH)
Oklahoma Baptist University (OK)
Olivet Nazarene University (IL)
Our Lady of Holy Cross College (LA)
Our Lady of the Lake University (TX)
Pace University (NY)
Pacific Lutheran University (WA)
Palm Beach Atlantic College (FL)
Pepperdine University (CA)
Pfeiffer College (NC)
Pikeville College (KY)
Pine Manor College (MA)
Point Park College (PA)
Presbyterian College (SC)
Quincy College (IL)
Quinnipiac College (CT)
Randolph-Macon College (VA)
Randolph-Macon Woman's College (VA)
Reed College (OR)
Reformed Bible College (MI)
Rensselaer Polytechnic Institute (NY)
Rider College (NJ)
Ripon College (WI)
Rivier College (NH)
Robert Morris College (PA)
Rockhurst College (MO)

Participating Institutions (continued):

Rocky Mountain College (MT)
Rollins College (FL)
Roosevelt University (IL)
Rosary College (IL)
Rose-Hulman Institute of Technology (IN)
Russell Sage College (NY)
Sacred Heart University (CT)
Saint Francis College (PA)
Saint Joseph's University (PA)
Saint Martin's College (WA)
Saint Mary College (KS)
Saint Mary's College (IN)
Saint Mary's College of California (CA)
Saint Meinrad College (IN)
Saint Vincent College (PA)
Salem College (NC)
Santa Clara University (CA)
Schreiner College (TX)
Scripps College (CA)
Seattle Pacific University (WA)
Seattle University (WA)
Seton Hill College (PA)
Shorter College (GA)
Siena Heights College (MI)
Simpson College (IA)
Simpson College (CA)
Sioux Falls College (SD)
Skidmore College (NY)
Southwestern Assemblies of God College (TX)
Spalding University (KY)
Spring Hill College (AL)
St. Ambrose University (IA)
St. Bonaventure University (NY)
St. Edward's University (TX)
St. Francis College (NY)
St. John Fisher College (NY)
St. John's University (MN)
St. Norbert College (WI)
St. Thomas University (FL)
Stanford University (CA)
Stillman College (AL)
Susquehanna University (PA)
Syracuse University (NY)
Tabor College (KS)
Teikyo Westmar University (IA)
Texas Christian University (TX)
Thomas More College (KY)
Tiffin University (OH)
Transylvania University (KY)
Tri-State University (IN)
Tusculum College (TN)
Tuskegee University (AL)
Union Institute (The) (OH)
Union University (TN)
University of Bridgeport (CT)
University of Central Texas (TX)
University of Charleston (The) (WV)
University of Dallas (TX)
University of Dayton (OH)
University of Denver (CO)
University of Dubuque (IA)
University of Evansville (IN)
University of La Verne (CA)
University of Miami (FL)
University of New Haven (CT)
University of Portland (OR)
University of Richmond (VA)
University of San Diego (CA)
University of San Francisco (CA)
University of St. Thomas (TX)
University of St. Thomas (MN)
University of the Ozarks (AR)
University of The South (The) (TN)
University of Tulsa (OK)
Upper Iowa University (IA)
Villanova University (PA)
Viterbo College (WI)
Walsh College (OH)
Warner Southern College (FL)
Wartburg College (IA)
Washington and Jefferson College (PA)
Washington and Lee University (VA)
Washington College (MD)
Webber College (FL)
Wesley College (DE)
Wesleyan College (GA)
Western Baptist College (OR)
Western Maryland College (MD)
Westminster College (PA)
Westminster College of Salt Lake City (UT)
Wheaton College (MA)
Wheeling Jesuit College, Inc. (WV)
Whittier College (CA)
Widener University (PA)
William Jewell College (MO)
Wilmington College (OH)
Wilmington College (DE)
Wingate College (NC)
Wisconsin Lutheran College (WI)
Woodbury University (CA)
York College of Pennsylvania (PA)

Total Institutions: 306

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SALARY-TREND STUDY OF FACULTY IN TEACHER EDUCATION FOR THE YEARS 1990-91 AND 1993-94

By
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and
Doris V. Banner

Since 1982-83 the College and University Personnel Association (CUPA) in Washington, D.C., in cooperation with Appalachian State University in Boone, North Carolina, has conducted annual national faculty salary studies by discipline and rank each year through 1993-94. Each year two separate studies are conducted, one for public senior colleges and universities, and the other for private senior colleges and universities.

Salary data for each study were collected and tabulated for full-time teaching faculty in 42 selected academic disciplines including teacher education. The disciplines were chosen from among those defined by _A Classification of Instructional Programs_ (_CIP_), 1990. The definition of the discipline/major field of teacher education in the _CIP_ is as follows:

> A group of instructional programs that prepare individuals to teach subject matter in specific academic and vocational programs at various educational levels.*
>
> [*_A Classification of Instructional Programs_ (Washington, D.C.: National Center for Education Statistics, [1990], p. 80--13.13).]

This article presents a summary of the overall average salary increases in the discipline/major field of teacher education from the "baseline year" of 1990-91 to and including the "trend year" of 1993-94 for both public and private institutions. Of the 282 institutions which participated in CUPA's PUBLIC study of 1990-91, 221 also participated in 1993-94 . Data from those same 221 institutions were used in both the baseline year and the trend year. Of the 494 institutions which participated in CUPA's PRIVATE study of 1990-91, 306 also participated in 1993-94 . Data from those same 306 institutions were used in both the baseline year and the trend year.

This article lists the average salaries of teacher education for both public and private participating institutions by rank, including NEW ASST PROF (new assistant professor), the FAC MIX PCT (faculty mix percentage) and the SALARY FACTOR. In addition, comparisons are made with the CPI (Consumer Price Index) of changes in cost-of-living between the two studies for each of the two study years (1990-91 and 1993-94).

The CPI uses a base period of 1982-84 and is based on prices of food, clothing, shelter and fuels, transportation, medical care, entertainment, and other goods and services that people buy for day-to-day living. In examining trends in faculty salary, it is important to consider any changes in the purchasing power of salaries due to inflation. Thus by comparing changes in the faculty salaries with the CPI, a more precise representation of "real" salary increases is yielded.

The salary is based on a nine- or ten-month academic year salary of full-time faculty only. It does not include any faculty members teaching less than 51 percent. Salary for summer academic work, fringe benefits, and perquisites are not included in the salary data. The average salary is based on the study information with the assumption that all employees are full-time. The average salary displayed is an average of all faculty salaries reported for a given rank and discipline.

The "NUM" means the number of faculty members whose salaries were included to compute the average salary.

The "N/IN" means the number of institutions that reported salary data for a given academic rank and discipline/major field.

The FAC MIX PCT is the percentage of faculty in a given discipline/major field who hold a given academic rank. For example, a FAC MIX PCT factor of 27.2 for associate professor of teacher education in the 1990-91 public study means that 27.2 percent of the faculty in that discipline/major field hold the rank of associate professor.

The SALARY FACTOR for a given rank of a given discipline/major field is the ratio of the average salary to the total average salary of all institutions in each of the four studies: PUBLIC 1990-91, PUBLIC 1993-94, PRIVATE 1990-91 and PRIVATE 1992-93. For example, a SALARY FACTOR of .97 for associate professors in the discipline/major field of teacher education in the 1990-91 public study means that their average salary is 3 percent lower than the average salary of all associate professors in all institutions in that study.

NEW ASST PROF is the grouping of assistant professors who were hired for the first time in the fall of the study year (1990-91 or 1993-94). All information for this group was included in the ASST PROF group for reporting purposes. This group is used mainly for new hiring information.

ALL MAJOR FIELDS is the entire data base for all 42 disciplines/major fields in each of the four studies. It is used to compare, among other things, the discipline/major field of teacher education with the entire data base for each study.

Of particular importance to the reader is noting the size of the sample on which each percentage or dollar value is based. The smaller the number in the group, the greater the effect of extreme scores on a descriptive statistic such as the average. It should be noted also that any large disparity in the sample sizes between the "baseline year" of 1990-91 and the "trend year" of 1993-94 will lessen the reliability and validity of any conclusions that one might make based on a simple comparison of averages.

	PROF			ASSO PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN
DISCIPLINE: EDUCATION MAJOR FIELD: Teacher Education																		
PUBLIC 1990-91:																		
AVERAGE SALARY:	48480	537	83	38869	430	81	31983	513	87	30584	111	54	26134	100	40	39094	1580	89
FAC MIX PCT:	34.0%			27.2%			32.5%			7.0%			6.3%			100.0%		
SALARY FACTOR:	0.98			0.97			0.96			0.94			1.01			0.98%		
ALL MAJOR FIELDS																		
AVERAGE SALARY:	49382	20535		40201	17323		33479	17898		32406	2968		25977	5278		40089	61034	221
FAC MIX PCT:	33.6%			28.4%			29.3%			4.9%			8.6%			100.0%		
DISCIPLINE: EDUCATION MAJOR FIELD: Teacher Education																		
PUBLIC, 1993-94:																		
AVERAGE SALARY:	49256	64	27	43323	38	22	36608	32	20	34793	6	4	25893	11	6	43138	146	38
FAC MIX PCT:	43.8%			26.7%			21.9%			4.1%			7.5%			100.0%		
SALARY FACTOR:	0.92			1.00			1.01			1.00			0.94			0.99		
ALL MAJOR FIELDS																		
AVERAGE SALARY:	53700	20965		43457	17404		36275	17890		34850	2587		27419	4384		43720	60643	221
FAC MIX PCT:	34.6%			28.7%			29.5%			4.3%			7.2%			100.0%		
DISCIPLINE: EDUCATION MAJOR FIELD: Teacher Education																		
PRIVATE, 90-91:																		
AVERAGE SALARY:	39049	129	63	33943	145	74	28684	167	79	28375	33	28	23188	33	25	32731	474	101
FAC MIX PCT:	27.2%			30.6%			35.2%			7.0%			7.0%			100.0%		
SALARY FACTOR:	0.76			0.87			0.88			0.92			0.88			0.81		
ALL MAJOR FIELDS																		
AVERAGE SALARY:	51194	10278		39238	9563		32704	9984		30965	1513		26246	1868		40291	31693	306
FAC MIX PCT:	32.4%			30.2%			31.5%			4.8%			5.9%			100.0%		
DISCIPLINE: EDUCATION MAJOR FIELD: Teacher Education																		
PRIVATE, 1993-94:																		
AVERAGE SALARY:	45940	80	43	40099	95	49	33393	124	56	31804	23	19	28382	20	15	38222	319	692
FAC MIX PCT:	25.1%			29.8%			38.9%			7.2%			6.3%			100.0%		
SALARY FACTOR:	0.79			0.91			0.92			0.94%			0.99			0.84		
ALL MAJOR FIELDS																		
AVERAGE SALARY:	57805	10854		43900	9968		36283	10119		33719	1372		28694	1637		45403	32578	306
FAC MIX PCT:	33.3%			30.6%			31.1%			4.2%			5.0%			100.0%		

RESULTS OF THE TWO PUBLIC STUDIES, 1990-91 AND 1993-94

In the PUBLIC 1990-91 salary study in the above table, the reader may note that the discipline/major field of teacher education was reported in 89 of the 221 public institutions. The average salary of the 1,580 faculty was $39,094. This average salary was approximately 2.5 percent lower than the average salary of $40,089 for all 61,034 faculty in ALL MAJOR FIELDS in the 1990-91 public study.

In the PUBLIC 1993-94 salary study in the above table, the discipline/major field of teacher education was reported in 70 of the same 221 public institutions. The average salary of the 933 faculty was $40,867. This average salary was approximately 7 percent lower than the average salary of $43,720 for all 60,643 faculty in ALL MAJOR FIELDS in the 1993-94 public study.

The increase in average salaries for all faculty in the discipline/major field of teacher education after three years in the public institutions studied was 4.5 percent ($40,867 minus $39,094 equals $1,773). The CPI of increased cost-of-living between October 1990 and October 1993 was 9.1 percent. In comparison with the CPI, there was a relative increase in teacher education average faculty salaries over the three-year period by 4.6 percent or an average of 1.5 percent each year below the cost-of-living.

The increase in average salaries for all faculty in ALL MAJOR FIELDS after three years in the public institutions studied was 9.1 percent ($43,720 minus $40,089 equals $3,631). In comparison to the discipline/major field of teacher education (4.6%), therefore, the faculty in ALL MAJOR FIELDS received a relative increase in their salaries of 4.5 percent (9.1% minus 4.6% equals 4.5%) more than faculty in the discipline/major field of teacher education.

The reader may note that the faculty mix percentage in teacher education is higher at the professor rank than at the assistant professor rank in the 1990-91 study: 34.0 percent vs. 32.5 percent, and in the 1993-942-93 study the faculty mix percentage is lower at the professor rank than at the assistant professor rank: 31.1 percent vs. 31.8 percent, respectively. The differences in faculty mix percentage at the ranks of professor and assistant professor in ALL MAJOR FIELDS for both public studies are as follows: 33.6 percent vs. 29.3 percent (1990-91) and 34.6 percent vs. 29.5 percent (1993-94), respectively.

Finally, the hiring rate of new assistant professors in teacher education in the public studies was higher than the hiring rate of ALL MAJOR FIELDS in 1990-91, 7.0 percent (111/1,580) vs. 4.9 percent (2,968/61,034), respectively; and higher in 1993-94, 4.0 percent (37/933) vs. 4.3 percent (2,587/60,643), respectively.

RESULTS OF THE TWO PRIVATE STUDIES, 1990-91 AND 1993-94

In the PRIVATE 1990-91 salary study in the above table, the reader may note that the discipline/major field of teacher education was reported in 101 of the 306 private institutions. The average salary of the 474 faculty was $32,731. This average salary was 19 percent lower than the average salary of $40,291 for all 31,693 faculty in ALL MAJOR FIELDS in the 1990-91 private study.

In the PRIVATE 1993-94 salary study in the above table, the discipline/-major field of teacher education was reported in 69 of the same 306 private institutions. The average salary of the 319 faculty was $38,222. This average salary was 19.0 percent lower than the average salary of $45,403 for all 32,578 faculty in ALL MAJOR FIELDS in the 1993-94 private study.

The increase in average salaries for all faculty in teacher education after three years in the private institutions studied was 17 percent ($38,222 minus $32,731 equals $5,491). The CPI of increased cost-of-living between October 1990 and October 1993 was 9.1 percent. A more realistic increase, therefore, in the average faculty salaries over the three-year time period, is 7.9 percent or 2.6 percent each year above the cost-of-living.

The increase in average salaries for all faculty in ALL MAJOR FIELDS after three years in the private institutions studied was 12.7 percent ($45,403 minus $40,291 equals $5,112). In comparison to the discipline/major field of teacher education (17.0%), therefore, the faculty in ALL MAJOR FIELDS increased their salaries by 4.3 percent (17.0% minus 12.7% equals 4.3%) more than faculty in teacher education.

In the discipline/major field of teacher education, the reader may note that the faculty mix percentage is lower at the professor rank in comparison to the assistant professor rank in both studies: 27.2 percent vs. 35.2 percent (1990-91, respectively; and 25.1 percent vs. 38.9 percent, (1993-94), respectively. The differences in the ranks of professor and assistant professor in ALL MAJOR FIELDS for both private studies are as follows: 32.4 percent vs. 31.5 percent (1990-91), and 33.3 percent vs. 31.1 percent (1993-94), respectively.

Finally, the reader may note that the hiring rate of new assistant professors in teacher education was higher than the hiring rate in ALL MAJOR FIELDS in the 1990-91 private study: 7.0 percent (33/474) vs. 4.8 percent (1,513/-31,693), respectively, and higher in the 1993-94 private study: 7.2 percent (23/319) vs. 4.2 percent (1,372/32,578), respectively.

CONCLUDING REMARKS

This article presented salary-trend information on the academic discipline/-major field of teacher education and compared that information with ALL MAJOR FIELDS and with the CPI over a period of three years from the "baseline year" of 1990-91 through the "trend year" of 1993-94. Two studies, one for public institutions, and the other for private institutions were conducted for the baseline year and for the trend year--a total of four studies. A total of 2,777 (2%) faculty in the discipline/major field of teacher education participated and were included in the 42 disciplines/major fields in each of the four studies and in the overall total of 185,948 participating faculty. The same 221 public institutions and the same 306 private institutions in the United States participated in the baseline year and in the trend year.

Although many interpolations and extrapolations of the data may be made, a few of the more important ones are as follows. First, the average faculty salary in the discipline/major field of teacher education in 1990-91 in the public and private studies were 2 percent below and 19 percent below the average faculty salary factors for all ranks in ALL MAJOR FIELDS (1.00), respectively. The average faculty salary for all ranks in teacher education in 1993-94 in the public and private studies were 1 percent below and 16 percent below the average salary factors for all ranks in ALL MAJOR FIELDS (1.00), respectively.

Second, the CPI of October 1993 increased 9.1 percent from the CPI of October 1990, and indicates that the faculty in teacher education in the public institutions received an average annual salary increase of 1.5 percent below the cost-of-living. In the private institutions the annual average salary increase was 2.6 percent above the cost-of-living.

Third, in the discipline/major field of teacher education the professor rank FAC MIX PCTs are higher in the 1990-91 and 1993-94 public studies but lower in the 1990-91 and 1994-95 private studied.

Finally, the hiring rate of new assistant professors in teacher education in the 1990-91 public study is higher than in ALL MAJOR FIELDS but lower in the 1993-94 public study. In both the 1990-91 and 1993-94 private studies, it is higher.

Now that a rather significant data base of average faculty salaries in the individual academic discipline/major field of teacher education is being developed, it is anticipated that this current information will be a valuable reference tool for interested aministrators and professors.

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APPENDICES:

A - OVERALL LIST OF SELECTED DISCIPLINES, page 10

B - LIST OF PUBLIC Participating Institutions, page 11

C - LIST OF PRIVATE Participating Institutions, page 14

APPENDIX A

OVERALL LIST OF SELECTED DISCIPLINES

ACCOUNTING

ADMINISTRATIVE ASSISTANT/SECRETARIAL SCIENCE, GENERAL

ANTHROPOLOGY

AREA, ETHNIC, AND CULTURAL STUDIES

BIOLOGICAL SCIENCES/LIFE SCIENCES

BUSINESS ADMINISTRATION AND MANAGEMENT, GENERAL

BUSINESS MANAGEMENT AND ADMINISTRATIVE SERVICES

BUSINESS/MANAGERIAL ECONOMICS

BUSINESS MARKETING AMD MARKETING MANAGEMENT

CHEMISTRY, GENERAL

COMMUNICATIONS

COMMUNICATION TECHNOLOGIES

COMPUTER AND INFORMATION SCIENCES

COUNSELOR EDUCATION COUNSELING AND GUIDANCE SERVICES

DRAMA/THEATER ARTS, GENERAL

ECONOMICS, GENERAL

EDUCATION

ENGINEERING

ENGINEERING-RELATED TECHNOLOGIES

ENGLISH LANGUAGE AND LITERATURE/LETTERS

FOREIGN LANGUAGES AND LITERATURES

GEOGRAPHY

GEOLOGY

HISTORY, GENERAL

HOME ECONOMICS

LIBRARY SCIENCE

MATHEMATICS

MULTI/INTERDISCIPLINARY STUDIES

MUSIC, GENERAL

NURSING (R.N. TRAINING)

PHILOSOPHY AND RELIGION

PHYSICAL SCIENCES

PHYSICS, GENERAL

POLITICAL SCIENCE, GENERAL

PROTECTIVE SERVICES

PSYCHOLOGY

READING TEACHER EDUCATION

SOCIOLOGY

SPECIAL EDUCATION, GENERAL

SPEECH-LANGUAGE PATHOLOGY AND AUDIOLOGY

TEACHER EDUCATION

VISUAL AND PERFORMING ARTS

TOTAL: 42

APPENDIX B

CUPA Public Faculty Salary-Trend Studies: 1990-91 and 1993-94

Institutions Participating in Both Studies:

Alabama A&M University (AL)
Angelo State University (TX)
Appalachian State University (NC)
Arkansas State University (AR)
Arkansas Technical University (AR)
Armstrong State College (GA)
Auburn University of Montgomery (AL)
Augusta College (GA)
Austin Peay State University (TN)
Ball State University (IN)
Black Hills State University (SD)
Bluefield State College (WV)
Boise State University (ID)
Bowie State University (MD)
Bridgewater State College (MA)
California State University Sacramento (CA)
California State University Stanislaus (CA)
Castleton State College (VT)
Central Michigan University (MI)
Central Missouri State University (MO)
Christopher Newport University (VA)
Clarion University of Pennsylvania (PA)
Cleveland State University (OH)
Clinch Valley College of the University of Virginia (VA)
College of Staten Island of the City University of New York (NY)
Columbus College (GA)
Dakota State University (SD)
Delta State University (MS)
Dickinson State University (ND)
East Central University (OK)
East Stroudsburg University (PA)
East Tennessee State University (TN)
East Texas State University (TX)
Eastern Connecticut State University (CT)
Eastern Illinois University (IL)
Eastern Kentucky University (KY)
Eastern Michigan University (MI)
Eastern Montana College (MT)
Eastern New Mexico University (NM)
Eastern Oregon State College (OR)
Eastern Washington University (WA)
Edinboro University of Pennsylvania (PA)
Emporia State University (KS)
Fitchburg State College (MA)
Fort Hays State University (KS)
Fort Lewis College (CO)
Framingham State College (MA)
Francis Marion University (SC)
Georgia College (GA)
Georgia Southern University (GA)
Georgia Southwestern College (GA)
Grambling State University (LA)
Grand Valley State University (MI)
Harris-Stowe State College (MO)
Henderson State University (AR)
Illinois State University (IL)
Indiana University of Pennsylvania (PA)
Jacksonville State University (AL)
James Madison University (VA)
Keene State College (NH)
Kennesaw State College (GA)
Kent State University (OH)
Kutztown University of Pennsylvania (PA)
Lake Superior State University (MI)
Lander College (SC)
Livingston University (AL)
Longwood College (VA)
Louisiana State University in Shreveport (LA)
Louisiana Tech University (LA)
Mankato State University (MN)
Marshall University (WV)
Mayville State University (NE)
McNeese State University (LA)
Mesa State College (CO)
Metropolitan State College of Denver (CO)
Middle Tennessee State University (TN)
Millersville University of Pennsylvania (PA)
Minot State University (ND)
Mississippi Valley State University (MS)
Missouri Southern State College (MO)
Missouri Western State College (MO)
Montana College of Mineral Science and Technology (MT)
Montclair State College (NJ)
Moorhead State University (MN)
Morehead State University (KY)
Morgan State University (MD)
Murray State University (KY)
New Mexico Highlands University (NM)
Nicholls State University (LA)
North Adams State College (MA)
North Carolina Agricultural and Technical State University (NC)

Participating Institutions (continued):

Northeast Louisiana University (LA)
Northeast Missouri State University (MO)
Northeastern Illinois University (IL)
Northern Arizona University (AZ)
Northern Illinois University (IL)
Northern Kentucky University (KY)
Northern State University (SD)
Northwest Missouri State University (MO)
Northwestern State University (LA)
Oakland University (MI)
Oklahoma Panhandle State University (OK)
Old dominion University (VA)
Oregon Institute of Technology (OR)
Peru State College (NE)
Pittsburg State University (KS)
Portland State University (OR)
Prairie View A&M University (TX)
Purdue University Calumet (IN)
Ramapo College of New Jersey (NJ)
Rhode Island College (RI)
Saginaw Valley State University (MI)
Salem State College (MA)
Salisbury State University (MD)
San Diego State University (CA)
Sangamon State University (IL)
Shawnee State University (OH)
Shippensburg University of Pennsylvania (PA)
Sonoma State University (CA)
Southeast Missouri State University (MO)
Southwastern Louisiana University (LA)
Southeastern Oklahoma State University (OK)
Southern Arkansas University (AR)
Southern college of Technology (GA)
Southern Connecticut State University (CT)
Southern Illinois University at Edwardsville (IL)
Southwest Missouri State University (MO)
Southwest Texas State University (TX)
St. Claud State University (NM)
State University of New York at Brockport (NY)
State University of New York College at Fredonia (NY)
State University of New York College at Geneseo (NY)
State University of New York College at Oneonta (NY)
State University of New York College at Oswego (NY)
State University of New York College at Plattsburgh (NY)
State University of New York College at Potsdam (NY)
Tarleton State University (TX)
Tennessee Technological University (TN)
Texas A&M University-Corpus Christi TX)
Texas Woman's University (TX)
Towson State University (MD)
Trenton State College (NJ)
University of Akron (OH)
University of Alabama in Huntsville (AL)
University of Alaska Southeast (AK)
University of Arkansas at Little Rock (AR)
University of Central Florida (FL)
University of Central Oklahoma (OK)
University of Colorado at Colorado Springs (CO)
University of Guam (GU)
University of Houston-Clear Lake (TX)
University of Maine at Farmington (ME)
University of Maine at Fort Kent (ME)
University of Maryland Baltimore County (MD)
University of Massachusetts Dartmouth (MA)
University of Massachusetts Lowell (MA)
University of Memphis (TN)
University of Missouri-St. Louis (MO)
University of Montevallo (AL)
University of Nebraska at Kearney (NE)
University of Nebraska at Omaha (NE)
University of North Carolina at Asheville (NC)
University of North Carolina at Charlotte (NC)
University of North Carolina at Greensboro (NC)
University of North Carolina at Wilmington (NC)
University of North Texas (TX)
University of Pittsburgh at Bradford (PA)
University of Puerto Rico-Cayey (PR)
University of Puerto Rico-Humacao University College (PR)
University of Science and Arts of Oklahoma (OK)
University of South Alabama (AL)
University of South Carolina at Spartanburg (SC)
University of Southern Carolina-Aiken (SC)
University of South Florida (The) (FL)
University of Southern Colorado (CO)
University of Southern Indiana (IN)
University of Southern Maine (ME)
University of Southern Mississippi (MS)
University of Southwestern Louisiana (LA)
University of Tennessee at Chattanooga (TN)
University of Texas at Dallas (The) (TX)
University of Texas at El Paso (The) (TX)
University of Texas at San Antonio (TX)
University of Texas at Tyler (The) (TX)

Participating Institutions (continued):

University of the Virgin Islands (VI)
University of West Florida (FL)
University of Wisconsin-Eau Claire (WI)
University of Wisconsin-Green Bay (WI)
University of Wisconsin-LaCrosse (WI)
University of Wisconsin-Oshkosh (WI)
University of Wisconsin-Parkside (WI)
University of Wisconsin-Platteville (WI)
Univesrity of Wisconsin-Stevens Point (WI)
University of Wisconsin-Superior (WI)
University of Wisconsin-Whitewater (WI)
Valley City State University (ND)
Washburn University (KS)
Wayne State College (NE)
Weber State University (UT)
West Chester University of Pennsylvania (PA)
West Georgia College (GA)
Western Carolina University (NC)
Western Illinois University (IL)
Western Kentucky University (KY)
Western Michigan University (MI)
Western Montana College (MT)
Western Oregon State College (OR)
Western Washington University (WA)
Wichita State University (The) (KS)
William Paterson College of New Jersey (NJ)
Winston-Salem State University (NC)
Wright State University (OH)
Youngstown State University (OH)

Total Institutions = 221

APPENDIX C

CUPA Private Faculty Salary-Trend Studies: 1990-91 and 1993-94

Institutions Participating in Both Studies:

Abilene Christian University (TX)
Adrian College (MI)
Agnes Scott College (GA)
Albertus Magnus College (CT)
Alfred University (NY)
Allenton College of St. Francis de Sales (PA)
Alma College (MI)
Alvernia College (PA)
Alverno College (WI)
American University (The) (DC)
Amherst College (MA)
Anderson University (IN)
Anna Maria College (MA)
Aquinas College (MI)
Arkansas College (AR)
Ashland University (OH)
Aurora University (IL)
Avila College (MO)
Azusa Pacific University (CA)
Babson College (MA)
Baker College of Flint (MI)
Baldwin-Wallace College (OH)
Barry University (FL)
Beaver College (PA)
Bellarmine College (KY)
Belmont University (TN)
Benedict College (SC)
Benedictine College (KS)
Bentley College (MA)
Bethany College (KS)
Bethany College (WV)
Bethel College (IN)
Bethel College (MN)
Birmingham-Southern College (AL)
Blackburn University (IL)
Bloomfield College (NJ)
Bradley University (OH)
Bridgewater College (VA)
Bryn Mawr College (PA)
Cabrini College (PA)
Caldwell College (NJ)
Calvin College (MI)
Capitol College (MD)
Catawba College (NC)
Catholic University of America (DC)
Centenary College of Louisiana (LA)
Central Baptist College (AR)
Central College (IA)
Charleston Southern University (SC)
Christian Brothers University (TN)
Clarke College (IA)
Clarkson University (NY)
Clear Creek Baptist Bible College (KY)
Coker College (SC)
College of Great Falls (MT)
College of Mount Saint Vincent (NY)
College of Notre Dame (CA)
College of Notre Dame of Maryland (MD)
College of Saint Benedict (MN)
College of Saint Elizabeth (NJ)
College of Saint Rose (NY)
College of St. Catherine (MN)
College of St. Scholastica (MN)
College of the Southwest (NM)
Columbia College (MO
Columbia College (SC)
Concordia College (MN)
Concordia College (NE)
Concordia University Wisconsin (WI)
Cornell College (IA)
Creighton University (NE)
D'Youville College (NY)
Dakota Wesleyan University (SD)
Davidson College (NC)
Davis & Elkins College (WV)
Defiance College (The) (OH)
DePaul University (IL)
Dickinson College (PA)
Doane College (NE)
Dominican College (NY)
Dordt College (IA)
Drake University (IA)
Drew University (NJ)
Drexel University (PA)
Drury College (MO)
Duquesne University (PA)
Eckerd College (FL)
Edgewood College (WI)
Elizabethtown College (PA)
Elmira College (NY)
Emory & Henry College (VA)
Fairfield University (CT)
Ferrum College (VA)
Franciscan University of Steubenville (OH)
Franklin and Marshall College (PA)
Freed-Hardeman University (TN)
Friends University (KS)
Furman University (SC)

Gordon College (MA)
Goshen College (IN)
Great Lakes Bible College (MI)
Grinnell College (IA)
Guilford College (NC)
Hampton University (VA)
Hartwick College (NY)
Hastings College (NE)
Heidelberg College (OH)
Hilbert College (NY)
Hobart and William Smith College (NY)
Holy Family College (PA)
Holy Names College (CA)
Hope College (MI)
Houghton College (NY)
Immaculata College (PA)
Iona College (NY)
Jamestown College (ND)
John Carroll University (OH)
Johnson C. Smith University (NC)
Kalamazoo College (MI)
Kenyon College (OH)
King's College (PA)
La Roche College (PA)
LaGrange College (GA)
Lakeland College (WI)
Lancaster Bible College (PA)
Le Moyne College (NY)
Le Tourneau College (TX)
Lebanon Valley College (PA)
Lees-McRae College (NC)
Limestone College (SC)
Lindsey Wilson College (KY)
Linfield College (OR)
Loras College (IA)
Loyola College (MD)
Loyola Marymount University (CA)
Lubbock Christian University (TX)
Lycoming College (PA)
Lynchburg College (VA)
Malone College (OH)
Manhattan College (NY)
Marist College (NY)
Mars Hill College (NC)
Mary Baldwin College (VA)
Marymount College (NY)
Maryville University of St. Louis (MO)
Marywood College (PA)
Massachusetts Institute of Technology (MA)
Medaille College (NY)
Memphis Theological Seminary (TN)
Mercer University (GA)
Midland Lutheran College (NE)
Midway College (KY)
Millikin University (IL)
Monmouth College (NJ)
Montreat-Anderson College (NC)
Moravian College (PA)
Mount Union College (OH)
Muhlenberg College (PA)
Muskingum College (OH)
Neumann College (PA)
Niagara University (NY)
North Central College (IL)
Northeastern University (MA)
Northland College (WI)
Northwest College (WA)
Northwestern College (IA)
Norwich University (VT)
Notre Dame College (OH)
Oakwood College (AL)
Occidental College (CA)
Oglethorpe University (GA)
Ohio Northern University (OH)
Ohio Wesleyan College (OH)
Olivet Nazarene College (IL)
Our Lady of Holy Cross College (LA)
Our Lady of the Lake University (TX)
Pace University (NY)
Pacific Luthern University (WA)
Palm Beach Atlantic College (FL)
Pepperdine University (CA)
Pikeville College (KY)
Pine Manor College (MA)
Point Park College (PA)
Presbyterian College (SC)
Quincy College (IL)
Quinnipiac College (CT)
Randolph-Macon College (VA)
Randolph-Macon Woman's College (VA)
Reed College (OR)
Reformed Bible College (MI)
Rider College (NJ)
Ripon College (WI)
Rivier College (NH)
Robert Morris College (PA)
Rockhurst College (MO)
Rocky Mountain College (MT)
Rollins College (FL)
Roosevelt University (IL)
Rosary College (IL)
Rose-Hulman Institute of Technology (IN)
Russell Sage College (NY)
Sacred Heart University (CT)
St. Ambrose University (IA)
St. Bonaventure University (NY)
St. Edward's University (TX)
St. Francis College (NY)
Saint Francis College (PA)
St. John Fisher College (NY)
Saint Joseph's University (PA)
Saint Martin's College (WA)
Saint Mary College (KS)
Saint Mary's College (IN)
Saint Mary's College of California (CA)
St. Mary's University of San Antonio (TX)

Participating Institutions (continued):

Rocky Mountain College (MT)
Rollins College (FL)
Roosevelt University (IL)
Rosary College (IL)
Rose-Hulman Institute of Technology (IN)
Russell Sage College (NY)
Sacred Heart University (CT)
Saint Francis College (PA)
Saint Joseph's University (PA)
Saint Martin's College (WA)
Saint Mary College (KS)
Saint Mary's College (IN)
Saint Mary's College of California (CA)
Saint Meinrad College (IN)
Saint Vincent College (PA)
Salem College (NC)
Santa Clara University (CA)
Schreiner College (TX)
Scripps College (CA)
Seattle Pacific University (WA)
Seattle University (WA)
Seton Hill College (PA)
Shorter College (GA)
Siena Heights College (MI)
Simpson College (IA)
Simpson College (CA)
Sioux Falls College (SD)
Skidmore College (NY)
Southwestern Assemblies of God College (TX)
Spalding University (KY)
Spring Hill College (AL)
St. Ambrose University (IA)
St. Bonaventure University (NY)
St. Edward's University (TX)
St. Francis College (NY)
St. John Fisher College (NY)
St. John's University (MN)
St. Norbert College (WI)
St. Thomas University (FL)
Stanford University (CA)
Stillman College (AL)
Susquehanna University (PA)
Syracuse University (NY)
Tabor College (KS)
Teikyo Westmar University (IA)
Texas Christian University (TX)
Thomas More College (KY)
Tiffin University (OH)
Transylvania University (KY)
Tri-State University (IN)
Tusculum College (TN)
Tuskegee University (AL)
Union Institute (The) (OH)
Union University (TN)
University of Bridgeport (CT)
University of Central Texas (TX)
University of Charleston (The) (WV)
University of Dallas (TX)
University of Dayton (OH)
University of Denver (CO)
University of Dubuque (IA)
University of Evansville (IN)
University of La Verne (CA)
University of Miami (FL)
University of New Haven (CT)
University of Portland (OR)
University of Richmond (VA)
University of San Diego (CA)
University of San Francisco (CA)
University of St. Thomas (TX)
University of St. Thomas (MN)
University of the Ozarks (AR)
University of The South (The) (TN)
University of Tulsa (OK)
Upper Iowa University (IA)
Villanova University (PA)
Viterbo College (WI)
Walsh College (OH)
Warner Southern College (FL)
Wartburg College (IA)
Washington and Jefferson College (PA)
Washington and Lee University (VA)
Washington College (MD)
Webber College (FL)
Wesley College (DE)
Wesleyan College (GA)
Western Baptist College (OR)
Western Maryland College (MD)
Westminster College (PA)
Westminster College of Salt Lake City (UT)
Wheaton College (MA)
Wheeling Jesuit College, Inc. (WV)
Whittier College (CA)
Widener University (PA)
William Jewell College (MO)
Wilmington College (OH)
Wilmington College (DE)
Wingate College (NC)
Wisconsin Lutheran College (WI)
Woodbury University (CA)
York College of Pennsylvania (PA)

Total Institutions: 306

SALARY-TREND STUDY OF FACULTY IN VISUAL AND PERFORMING ARTS
FOR THE YEARS
1990-91 AND 1993-94

By
Richard D. Howe
and
Keith Alexander Erwin

Since 1982-83 the College and University Personnel Association (CUPA) in Washington, D.C., in cooperation with Appalachian State University in Boone, North Carolina, has conducted annual national faculty salary studies by discipline and rank each year through 1993-94. Each year two separate studies are conducted, one for public senior colleges and universities, and the other for private senior colleges and universities.

Salary data for each study were collected and tabulated for full-time teaching faculty in 42 selected academic disciplines including visual and performing arts. The disciplines were chosen from among those defined by A Classification of Instructional Programs (CIP), 1990. The definition of the discipline/major field of visual and performing arts in the CIP is as follows:

> A summary of groups of instructional programs that describe the creation and interpretation of works and performances that use auditory, kinesthetic, and visual phenomena to express ideas and emotions in various forms, subject to aesthetic criteria.*
>
> [*A Classification of Instructional Programs (Washington, D.C.: National Center for Education Statistics, [1990], p. 161--50.).]

This article presents a summary of the overall average salary increases in the discipline/major field of visual and performing arts from the "baseline year" of 1990-91 to and including the "trend year" of 1993-94 for both public and private institutions. Of the 282 institutions which participated in CUPA's

PUBLIC study of 1990-91, 221 also participated in 1993-94. Data from those same 221 institutions were used in both the baseline year and the trend year. Of the 494 institutions which participated in CUPA's PRIVATE study of 1990-91, 306 also participated in 1993-94. Data from those same 306 institutions were used in both the baseline year and the trend year.

This article lists the average salaries of visual and performing arts for both public and private participating institutions by rank, including NEW ASST PROF (new assistant professor), the FAC MIX PCT (faculty mix percentage) and the SALARY FACTOR. In addition, comparisons are made with the CPI (Consumer Price Index) of changes in cost-of-living between the two studies for each of the two study years (1990-91 and 1993-94).

The CPI uses a base period of 1982-84 and is based on prices of food, clothing, shelter and fuels, transportation, medical care, entertainment, and other goods and services that people buy for day-to-day living. In examining trends in faculty salary, it is important to consider any changes in the purchasing power of salaries due to inflation. Thus by comparing changes in the faculty salaries with the CPI, a more precise representation of "real" salary increases is yielded.

The salary is based on a nine- or ten-month academic year salary of full-time faculty only. It does not include any faculty members teaching less than 51 percent. Salary for summer academic work, fringe benefits, and perquisites are not included in the salary data. The average salary is based on the study information with the assumption that all employees are full-time. The average salary displayed is an average of all faculty salaries reported for a given rank and discipline.

The "NUM" means the number of faculty members whose salaries were included to compute the average salary.

The "N/IN" means the number of institutions that reported salary data for a given academic rank and discipline/major field.

The FAC MIX PCT is the percentage of faculty in a given discipline/major field who hold a given academic rank. For example, a FAC MIX PCT factor of 31.6 for associate professor of visual and performing arts in the 1990-91 public study means that 31.6 percent of the faculty in that discipline/major field hold the rank of associate professor.

The SALARY FACTOR for a given rank of a given discipline/major field is the ratio of the average salary to the total average salary of all institutions in each of the four studies: PUBLIC 1990-91, PUBLIC 1993-94, PRIVATE 1990-91 and PRIVATE 1993-94. For example, a SALARY FACTOR of .91 for associate professors in the discipline/major field of visual and performing arts in the 1990-91 public study means that their average salary is nine percent lower than the average salary of all associate professors in all institutions in that study.

NEW ASST PROF is the grouping of assistant professors who were hired for the first time in the fall of the study year (1990-91 or 1993-94). All information for this group was included in the ASST PROF group for reporting purposes. This group is used mainly for new hiring information.

ALL MAJOR FIELDS is the entire data base for all 42 disciplines/major fields in each of the four studies. It is used to compare, among other things, the discipline/major field of visual and performing arts with the entire data base for each study.

Of particular importance to the reader is noting the size of the sample on which each percentage or dollar value is based. The smaller the number in the group, the greater the effect of extreme scores on a descriptive statistic such as the average. It should be noted also that any large disparity in the sample sizes between the "baseline year" of 1990-91 and the "trend year" of 1993-94 will lessen the reliability and validity of any conclusions that one might make based on a simple comparison of averages.

	PROF			ASSO PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN
PUBLIC, 1990-91:							DISCIPLINE: VISUAL AND PERFORMING ARTS MAJOR FIELD: VISUAL AND PERFORMING ARTS											
AVERAGE SALARY:	46043	308	72	36673	312	70	30011	301	73	29130	59	34	25280	66	23	36804	987	84
FAC MIX PCT:	31.2%			31.6%			30.5%			6.0%			6.7%			100.0%		
SALARY FACTOR:	0.93			0.91			0.90			0.90			0.97			0.92%		
							ALL MAJOR FIELDS											
AVERAGE SALARY:	49382	20535		40201	17323		33479	17898		32406	2968		25977	5278		40089	61034	221
FAC MIX PCT:	33.6%			28.4%			29.3%			4.9%			8.6%			100.0%		
PUBLIC, 1993-94:							DISCIPLINE: VISUAL AND PERFORMING ARTS MAJOR FIELD: VISUAL AND PERFORMING ARTS											
AVERAGE SALARY:	51831	250	53	40584	286	57	33492	243	53	31444	42	19	26413	43	19	41167	822	69
FAC MIX PCT:	30.4%			34.8%			29.6%			5.1%			5.2%			100.0%		
SALARY FACTOR:	0.97			0.93			0.92			0.90			0.96			0.94		
							ALL MAJOR FIELDS											
AVERAGE SALARY:	53700	20965		43457	17404		36275	17890		34850	2587		27419	4384		43720	60643	221
FAC MIX PCT:	34.6%			28.7%			29.5%			4.3%			7.2%			100.0%		

- -

	PROF			ASSO PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN
PRIVATE, 1990-91:							DISCIPLINE: VISUAL AND PERFORMING ARTS MAJOR FIELD: VISUAL AND PERFORMING ARTS											
AVERAGE SALARY:	44396	81	40	34996	119	52	29122	135	51	27790	19	14	24504	17	12	34400	352	72
FAC MIX PCT:	23.0%			33.8%			38.4%			5.4%			4.8%			100.0%		
SALARY FACTOR:	0.87			0.89			0.89			0.90			0.93			0.85		
							ALL MAJOR FIELDS											
AVERAGE SALARY:	51194	10278		39238	9563		32704	9984		30965	1513		26246	1868		40291	31693	306
FAC MIX PCT:	32.4%			30.2%			31.5%			4.8%			5.9%			100.0%		
PRIVATE, 1993-94:							DISCIPLINE: VISUAL AND PERFORMING ARTS MAJOR FIELD: VISUAL AND PERFORMING ARTS											
AVERAGE SALARY:	48362	53	27	37889	81	36	31119	77	34	32707	9	7	27945	14	12	37421	225	52
FAC MIX PCT:	23.6%			36.0%			34.2%			4.0%			6.2%			100.0%		
SALARY FACTOR:	0.84			0.86			0.86			0.97			0.97%			0.82		
							ALL MAJOR FIELDS											
AVERAGE SALARY:	57805	10854		43900	9968		36283	10119		33719	1372		28694	1637		45403	32578	306
FAC MIX PCT:	33.3%			30.6%			31.1%			4.2%			5.0%			100.0%		

RESULTS OF THE TWO PUBLIC STUDIES, 1990-91 and 1993-94

In the PUBLIC 1990-91 salary study in the above table, the reader may note that the discipline/major field of visual and performing arts was reported in 84 of the 221 public institutions. The average salary of the 987 faculty was $36,804. This average salary was approximately 8.9 percent lower than the average salary of $40,089 for all 61,034 faculty in ALL MAJOR FIELDS in the 1990-91 public study.

In the PUBLIC 1993-94 salary study in the above table, the discipline/major field of visual and performing arts was reported in 69 of the same 221 public institutions. The average salary of the 822 faculty was $41,167. This average salary was approximately 6.2 percent lower than the average salary of $43,720 for all 60,643 faculty in ALL MAJOR FIELDS in the 1993-94 public study.

The increase in average salaries for all faculty in the discipline/major field of visual and performing arts after three years in the public institutions studied was 11.9 percent ($41,167 minus $36,804 equals $4,363). The CPI of increased cost-of-living between October 1990 and October 1993 was 9.1 percent. In comparison with the CPI, there was a relative increase in visual and performing arts average faculty salaries over the three-year period by 2.8 percent or an average of .9 percent each year above the cost-of-living.

The increase in average salaries for all faculty in ALL MAJOR FIELDS after three years in the public institutions studied was 9.1 percent ($43,720 minus $40,089 equals $3,631). In comparison to the discipline/major field of visual and performing arts (11.9%), therefore, the faculty in ALL MAJOR FIELDS received a relative increase in their salaries of 2.8 percent (11.9% minus 9.1% equals 2.8%) less than faculty in the discipline/major field of visual and performing arts.

The reader may note that the faculty mix percentage in visual and performing arts is lower at the professor rank than at the assistant professor rank in the 1990-91 study: 31.2 percent vs. 30.5 percent, and in the 1993-94 study it is 30.4 percent vs. 29.6 percent, respectively. The differences in faculty mix percentage at the ranks of professor and assistant professor in ALL MAJOR FIELDS for both public studies are as follows: 33.6 percent vs. 29.3 percent (1990-91) and 34.6 percent vs. 29.5 percent (1993-94), respectively.

Finally, the hiring rate of new assistant professors in visual and performing arts in the public studies was higher than the hiring rate of ALL MAJOR FIELDS in 1990-91, 6.0 percent (59/987) vs. 4.9 percent (2,968/61,034), respectively; and higher in 1993-94, 5.1 percent (42/822) vs. 4.3 percent (2,587/-60,64~~2~~3), respectively.

RESULTS OF THE TWO PRIVATE STUDIES, 1990-91 and 1993-94

In the PRIVATE 1990-91 salary study in the above table, the reader may note that the discipline/major field of visual and performing arts was reported in 72 of the 306 private institutions. The average salary of the 352 faculty was $34,400. This average salary was 17.1 percent lower than the average salary of $40,291 for all 31,693 faculty in ALL MAJOR FIELDS in the 1990-91 private study.

In the PRIVATE 1993-94 salary study in the above table, the discipline/-major field of visual and performing arts was reported in 52 of the same 306 private institutions. The average salary of the 225 faculty was $37,421. This average salary was 21.2 percent lower than the average salary of $45,403 for all 32,578 faculty in ALL MAJOR FIELDS in the 1993-94 private study.

The increase in average salaries for all faculty in visual and performing arts after three years in the private institutions studied was 8.8 percent ($37,421 minus $34,400 equals $3,021). The CPI of increased cost-of-living between October 1990 and October 1993 was 9.1 percent. A more realistic increase, therefore, in the average faculty salaries over the three-year time period, is .3 percent or .1 percent each year below the cost-of-living.

The increase in average salaries for all faculty in ALL MAJOR FIELDS after three years in the private institutions studied was 12.7 percent ($45,403 minus $40,291 equals $5,112). In comparison to the discipline/major field of visual and performing arts (8.8%), therefore, the faculty in ALL MAJOR FIELDS increased their salaries by 3.9 percent (12.7% minus 8.8% equals 3.9%) more than faculty in visual and performing arts.

In the discipline/major field of visual and performing arts, the reader may note that the faculty mix percentage is lower at the professor rank in comparison to the assistant professor rank in both studies: 23 percent vs. 38.4 percent (1990-91), respectively; and 23.6 percent vs. 34.2 percent (1993-94), respectively. The differences in the ranks of professor and assistant professor in ALL MAJOR FIELDS for both private studies are as follows: 32.4 percent vs. 31.5 percent (1990-91), and 33.3 percent vs. 31.1 percent (1993-94), respectively.

Finally, the reader may note that the hiring rate of new assistant professors in visual and performing arts was higher than the hiring rate in ALL MAJOR FIELDS in the 1990-91 private study: 5.4 percent (19/352) vs. 4.8 percent (1,513/31,693), respectively, and lower in the 1993-94 private study: 4 percent (9/225) vs. 4.2 percent (1,372/32,578), respectively.

CONCLUDING REMARKS

This article presented salary-trend information on the adademic discipline/-major field of visual and performing arts and compared that information with ALL MAJOR FIELDS and with the CPI over a period of three years from the "baseline year" of 1990-91 through the "trend year" of 1993-94. Two studies, one for public institutions, and the other for private institutions were conducted for the baseline year and for the trend year--a total of four studies. A total of

2,386 (1.3%) faculty in the discipline/major field of visual and performing arts participated and were included in the 42 disciplines/major fields in each of the four studies and in the overall total of 185,948 participating faculty. The same 221 public institutions and the same 306 private institutions in the United States participated in the baseline year and in the trend year.

Although many interpolations and extrapolations of the data may be made, a few of the more important ones are as follows. First, the average faculty salary in the discipline/major field of visual and performing arts in 1990-91 in the public and private studies were eight percent below and 15 percent below the average faculty salary factors for all ranks in ALL MAJOR FIELDS (1.00), respectively. The average faculty salary for all ranks in visual and performing arts in 1993-94 in the public and private studies were six percent below and 18 percent below the average salary factors for all ranks in ALL MAJOR FIELDS (1.00), respectively.

Second, the CPI of October 1993 increased 9.1 percent from the CPI of October 1990, and indicates that the faculty in visual and performing arts in the public institutions received an average annual salary increase of .9 percent above the cost-of-living. In the private institutions the annual average salary increase was .1 percent below the cost-of-living.

Third, in the discipline/major field of visual and performing arts the professor rank FAC MIX PCTs are higher than those in the assistant professor rank in the 1990-91 and 1993-94 public studies but lower in the 1990-91 and 1993-94 private studies.

Finally, the hiring rate of new assistant professors in visual and performing arts in the 1990-91 and 1993-94 public studies is higher than that in ALL MAJOR FIELDS. In the private studies the hiring rate is higher in the 1990-91 study but lower in the 1993-94 private study.

Now that a rather significant data base of average faculty salaries in the individual academic discipline/major field of visual and performing arts is being developed, it is anticipated that this current information will be a valuable reference tool for interested administrators and professors.

Richard D. Howe is the originator and director of the annual CUPA faculty salary studies. He is a professor of leadership and educational studies at Appalachian State University, Boone, North Carolina. Coauthor Keith Alexander Erwin is a research educationist in the Office of Equal Opportunity Programs at Appalachian State University.

APPENDICES:

A - OVERALL LIST OF SELECTED DISCIPLINES, page 10

B - LIST OF PUBLIC Participating Institutions, page 11

C - LIST OF PRIVATE Participating Institutions, page 14

APPENDIX A

OVERALL LIST OF SELECTED DISCIPLINES

ACCOUNTING

ADMINISTRATIVE ASSISTANT/SECRETARIAL SCIENCE, GENERAL

ANTHROPOLOGY

AREA, ETHNIC, AND CULTURAL STUDIES

BIOLOGICAL SCIENCES/LIFE SCIENCES

BUSINESS ADMINISTRATION AND MANAGEMENT, GENERAL

BUSINESS MANAGEMENT AND ADMINISTRATIVE SERVICES

BUSINESS/MANAGERIAL ECONOMICS

BUSINESS MARKETING AMD MARKETING MANAGEMENT

CHEMISTRY, GENERAL

COMMUNICATIONS

COMMUNICATION TECHNOLOGIES

COMPUTER AND INFORMATION SCIENCES

COUNSELOR EDUCATION COUNSELING AND GUIDANCE SERVICES

DRAMA/THEATER ARTS, GENERAL

ECONOMICS, GENERAL

EDUCATION

ENGINEERING

ENGINEERING-RELATED TECHNOLOGIES

ENGLISH LANGUAGE AND LITERATURE/LETTERS

FOREIGN LANGUAGES AND LITERATURES

GEOGRAPHY

GEOLOGY

HISTORY, GENERAL

HOME ECONOMICS

LIBRARY SCIENCE

MATHEMATICS

MULTI/INTERDISCIPLINARY STUDIES

MUSIC, GENERAL

NURSING (R.N. TRAINING)

PHILOSOPHY AND RELIGION

PHYSICAL SCIENCES

PHYSICS, GENERAL

POLITICAL SCIENCE, GENERAL

PROTECTIVE SERVICES

PSYCHOLOGY

READING TEACHER EDUCATION

SOCIOLOGY

SPECIAL EDUCATION, GENERAL

SPEECH-LANGUAGE PATHOLOGY AND AUDIOLOGY

TEACHER EDUCATION

VISUAL AND PERFORMING ARTS

TOTAL: 42

APPENDIX B

CUPA Public Faculty Salary-Trend Studies: 1990-91 and 1993-94

Institutions Participating in Both Studies:

Alabama A&M University (AL)
Angelo State University (TX)
Appalachian State University (NC)
Arkansas State University (AR)
Arkansas Technical University (AR)
Armstrong State College (GA)
Auburn University of Montgomery (AL)
Augusta College (GA)
Austin Peay State University (TN)
Ball State University (IN)
Black Hills State University (SD)
Bluefield State College (WV)
Boise State University (ID)
Bowie State University (MD)
Bridgewater State College (MA)
California State University Sacramento (CA)
California State University Stanislaus (CA)
Castleton State College (VT)
Central Michigan University (MI)
Central Missouri State University (MO)
Christopher Newport University (VA)
Clarion University of Pennsylvania (PA)
Cleveland State University (OH)
Clinch Valley College of the University of Virginia (VA)
College of Staten Island of the City University of New York (NY)
Columbus College (GA)
Dakota State University (SD)
Delta State University (MS)
Dickinson State University (ND)
East Central University (OK)
East Stroudsburg University (PA)
East Tennessee State University (TN)
East Texas State University (TX)
Eastern Connecticut State University (CT)
Eastern Illinois University (IL)
Eastern Kentucky University (KY)
Eastern Michigan University (MI)
Eastern Montana College (MT)
Eastern New Mexico University (NM)
Eastern Oregon State College (OR)
Eastern Washington University (WA)
Edinboro University of Pennsylvania (PA)
Emporia State University (KS)
Fitchburg State College (MA)
Fort Hays State University (KS)
Fort Lewis College (CO)
Framingham State College (MA)
Francis Marion University (SC)
Georgia College (GA)
Georgia Southern University (GA)
Georgia Southwestern College (GA)
Grambling State University (LA)
Grand Valley State University (MI)
Harris-Stowe State College (MO)
Henderson State University (AR)
Illinois State University (IL)
Indiana University of Pennsylvania (PA)
Jacksonville State University (AL)
James Madison University (VA)
Keene State College (NH)
Kennesaw State College (GA)
Kent State University (OH)
Kutztown University of Pennsylvania (PA)
Lake Superior State University (MI)
Lander College (SC)
Livingston University (AL)
Longwood College (VA)
Louisiana State University in Shreveport (LA)
Louisiana Tech University (LA)
Mankato State University (MN)
Marshall University (WV)
Mayville State University (NE)
McNeese State University (LA)
Mesa State College (CO)
Metropolitan State College of Denver (CO)
Middle Tennessee State University (TN)
Millersville University of Pennsylvania (PA)
Minot State University (ND)
Mississippi Valley State University (MS)
Missouri Southern State College (MO)
Missouri Western State College (MO)
Montana College of Mineral Science and Technology (MT)
Montclair State College (NJ)
Moorhead State University (MN)
Morehead State University (KY)
Morgan State University (MD)
Murray State University (KY)
New Mexico Highlands University (NM)
Nicholls State University (LA)
North Adams State College (MA)
North Carolina Agricultural and Technical State University (NC)

Participating Institutions (continued):

Northeast Louisiana University (LA)
Northeast Missouri State University (MO)
Northeastern Illinois University (IL)
Northern Arizona University (AZ)
Northern Illinois University (IL)
Northern Kentucky University (KY)
Northern State University (SD)
Northwest Missouri State University (MO)
Northwestern State University (LA)
Oakland University (MI)
Oklahoma Panhandle State University (OK)
Old dominion University (VA)
Oregon Institute of Technology (OR)
Peru State College (NE)
Pittsburg State University (KS)
Portland State University (OR)
Prairie View A&M University (TX)
Purdue University Calumet (IN)
Ramapo College of New Jersey (NJ)
Rhode Island College (RI)
Saginaw Valley State University (MI)
Salem State College (MA)
Salisbury State University (MD)
San Diego State University (CA)
Sangamon State University (IL)
Shawnee State University (OH)
Shippensburg University of Pennsylvania (PA)
Sonoma State University (CA)
Southeast Missouri State University (MO)
Southwastern Louisiana University (LA)
Southeastern Oklahoma State University (OK)
Southern Arkansas University (AR)
Southern college of Technology (GA)
Southern Connecticut State University (CT)
Southern Illinois University at Edwardsville (IL)
Southwest Missouri State University (MO)
Southwest Texas State University (TX)
St. Claud State University (MN)
State University of New York at Brockport (NY)
State University of New York College at Fredonia (NY)
State University of New York College at Geneseo (NY)
State University of New York College at Oneonta (NY)
State University of New York College at Oswego (NY)
State University of New York College at Plattsburgh (NY)
State University of New York College at Potsdam (NY)
Tarleton State University (TX)
Tennessee Technological University (TN)
Texas A&M University-Corpus Christi TX)
Texas Woman's University (TX)
Towson State University (MD)
Trenton State College (NJ)
University of Akron (OH)
University of Alabama in Huntsville (AL)
University of Alaska Southeast (AK)
University of Arkansas at Little Rock (AR)
University of Central Florida (FL)
University of Central Oklahoma (OK)
University of Colorado at Colorado Springs (CO)
University of Guam (GU)
University of Houston-Clear Lake (TX)
University of Maine at Farmington (ME)
University of Maine at Fort Kent (ME)
University of Maryland Baltimore County (MD)
University of Massachusetts Dartmouth (MA)
University of Massachusetts Lowell (MA)
University of Memphis (TN)
University of Missouri-St. Louis (MO)
University of Montevallo (AL)
University of Nebraska at Kearney (NE)
University of Nebraska at Omaha (NE)
University of North Carolina at Asheville (NC)
University of North Carolina at Charlotte (NC)
University of North Carolina at Greensboro (NC)
University of North Carolina at Wilmington (NC)
University of North Texas (TX)
University of Pittsburgh at Bradford (PA)
University of Puerto Rico-Cayey (PR)
University of Puerto Rico-Humacao University College (PR)
University of Science and Arts of Oklahoma (OK)
University of South Alabama (AL)
University of South Carolina at Spartanburg (SC)
University of Southern Carolina-Aiken (SC)
University of South Florida (The) (FL)
University of Southern Colorado (CO)
University of Southern Indiana (IN)
University of Southern Maine (ME)
University of Southern Mississippi (MS)
University of Southwestern Louisiana (LA)
University of Tennessee at Chattanooga (TN)
University of Texas at Dallas (The) (TX)
University of Texas at El Paso (The) (TX)
University of Texas at San Antonio (TX)
University of Texas at Tyler (The) (TX)

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Participating Institutions (continued):

University of the Virgin Islands (VI)
University of West Florida (FL)
University of Wisconsin-Eau Claire (WI)
University of Wisconsin-Green Bay (WI)
University of Wisconsin-LaCrosse (WI)
University of Wisconsin-Oshkosh (WI)
University of Wisconsin-Parkside (WI)
University of Wisconsin-Platteville (WI)
Univesrity of Wisconsin-Stevens Point (WI)
University of Wisconsin-Superior (WI)
University of Wisconsin-Whitewater (WI)
Valley City State University (ND)
Washburn University (KS)
Wayne State College (NE)
Weber State University (UT)
West Chester University of Pennsylvania (PA)
West Georgia College (GA)
Western Carolina University (NC)
Western Illinois University (IL)
Western Kentucky University (KY)
Western Michigan University (MI)
Western Montana College (MT)
Western Oregon State College (OR)
Western Washington University (WA)
Wichita State University (The) (KS)
William Paterson College of New Jersey (NJ)
Winston-Salem State University (NC)
Wright State University (OH)
Youngstown State University (OH)

Total Institutions = 221

APPENDIX C

CUPA Private Faculty Salary-Trend Studies: 1990-91 and 1993-94

Institutions Participating in Both Studies:

Abilene Christian University (TX)
Adrian College (MI)
Agnes Scott College (GA)
Albertus Magnus College (CT)
Alfred University (NY)
Allenton College of St. Francis de Sales (PA)
Alma College (MI)
Alvernia College (PA)
Alverno College (WI)
American University (The) (DC)
Amherst College (MA)
Anderson University (IN)
Anna Maria College (MA)
Aquinas College (MI)
Arkansas College (AR)
Ashland University (OH)
Aurora University (IL)
Avila College (MO)
Azusa Pacific University (CA)
Babson College (MA)
Baker College of Flint (MI)
Baldwin-Wallace College (OH)
Barry University (FL)
Beaver College (PA)
Bellarmine College (KY)
Belmont University (TN)
Benedict College (SC)
Benedictine College (KS)
Bentley College (MA)
Bethany College (KS)
Bethany College (WV)
Bethel College (IN)
Bethel College (MN)
Birmingham-Southern College (AL)
Blackburn University (IL)
Bloomfield College (NJ)
Bradley University (OH)
Bridgewater College (VA)
Bryn Mawr College (PA)
Cabrini College (PA)
Caldwell College (NJ)
Calvin College (MI)
Capitol College (MD)
Catawba College (NC)
Catholic University of America (DC)
Centenary College of Louisiana (LA)
Central Baptist College (AR)
Central College (IA)
Charleston Southern University (SC)
Christian Brothers University (TN)
Clarke College (IA)
Clarkson University (NY)
Clear Creek Baptist Bible College (KY)
Coker College (SC)
College of Great Falls (MT)
College of Mount Saint Vincent (NY)
College of Notre Dame (CA)
College of Notre Dame of Maryland (MD)
College of Saint Benedict (MN)
College of Saint Elizabeth (NJ)
College of Saint Rose (NY)
College of St. Catherine (MN)
College of St. Scholastica (MN)
College of the Southwest (NM)
Columbia College (MO
Columbia College (SC)
Concordia College (MN)
Concordia College (NE)
Concordia University Wisconsin (WI)
Cornell College (IA)
Creighton University (NE)
D'Youville College (NY)
Dakota Wesleyan University (SD)
Davidson College (NC)
Davis & Elkins College (WV)
Defiance College (The) (OH)
DePaul University (IL)
Dickinson College (PA)
Doane College (NE)
Dominican College (NY)
Dordt College (IA)
Drake University (IA)
Drew University (NJ)
Drexel University (PA)
Drury College (MO)
Duquesne University (PA)
Eckerd College (FL)
Edgewood College (WI)
Elizabethtown College (PA)
Elmira College (NY)
Emory & Henry College (VA)
Fairfield University (CT)
Ferrum College (VA)
Franciscan University of Steubenville (OH)
Franklin and Marshall College (PA)
Freed-Hardeman University (TN)
Friends University (KS)
Furman University (SC)

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Participating Institutions (continued):

Garner-Webb University (NC)
George Washington University (DC)
Georgetown University (DC)
Gonzaga University (WA)
Gordon College (MA)
Goshen College (IN)
Great Lakes Christian College (MI)
Grinnell College (IA)
Guilford College (NC)
Hampton University (VA)
Hartwick College (NY)
Hastings College (NE)
Hebrew College (MA)
Heidelberg College (OH)
Hilbert College (NY)
Hobart and William Smith Colleges (NY)
Holy Family College (PA)
Holy Names College (CA)
Hope College (MI)
Houghton College (NY)
Immaculata College (PA)
Iona College (NY)
Jamestown College (ND)
John Carroll University (OH)
Johnson C. Smith University (NC)
Judson College (AL)
Kalamazoo College (MI)
Kenyon College (OH)
King's College (PA)
La Roche College (PA)
LaGrange College (GA)
Lakeland College (WI)
Lancaster Bible College (PA)
Le Moyne College (NY)
Lebanon Valley College of Pennsylvania (PA)
Lees McRae College (NC)
LeTourneau University (TX)
Limestone College (SC)
Lindsey Wilson College (KY)
Linfield College (OR)
Loras College (IA)
Loyola College in Maryland (MD)
Loyola Marymount University (CA)
Lubbock Christian University (TX)
Lycoming College (PA)
Lynchburg College (VA)
Madonna University (MI)
Malone College (OH)
Manhattan College (NY)
Marist College (NY)
Mars Hill College (NC)
Mary Baldwin College (VA)
Marymount College Tarrytown (NY)
Maryville University of St. Louis (MO)
Marywood College (PA)
Massachusetts Institute of Technology (MA)
Medaille College (NY)
Memphis Theological Seminary (TN)
Mercer University (GA)
Mercy College (NY)
Midland Lutheran College (NE)
Midway College (KY)
Millikin University (IL)
Monmouth College (NJ)
Montreat-Anderson College (NC)
Moravian College (PA)
Mount Union College (OH)
Muhlenberg College (PA)
Muskingum College (OH)
Neumann College (PA)
Niagara University (NY)
North Central College (IL)
Northeastern University (MA)
Northland College (WI)
Northwest College (WA)
Northwestern College (IA)
Norwich Univesrity (VT)
Notre Dame College of Ohio (OH)
Nusson College (ME)
Oakwood College (AL)
Occidental College (CA)
Ohio Northern University (OH)
Ohio Wesleyan University (OH)
Oklahoma Baptist University (OK)
Olivet Nazarene University (IL)
Our Lady of Holy Cross College (LA)
Our Lady of the Lake University (TX)
Pace University (NY)
Pacific Lutheran University (WA)
Palm Beach Atlantic College (FL)
Pepperdine University (CA)
Pfeiffer College (NC)
Pikeville College (KY)
Pine Manor College (MA)
Point Park College (PA)
Presbyterian College (SC)
Quincy College (IL)
Quinnipiac College (CT)
Randolph-Macon College (VA)
Randolph-Macon Woman's College (VA)
Reed College (OR)
Reformed Bible College (MI)
Rensselaer Polytechnic Institute (NY)
Rider College (NJ)
Ripon College (WI)
Rivier College (NH)
Robert Morris College (PA)
Rockhurst College (MO)

Participating Institutions (continued):

Rocky Mountain College (MT)
Rollins College (FL)
Roosevelt University (IL)
Rosary College (IL)
Rose-Hulman Institute of Technology (IN)
Russell Sage College (NY)
Sacred Heart University (CT)
Saint Francis College (PA)
Saint Joseph's University (PA)
Saint Martin's College (WA)
Saint Mary College (KS)
Saint Mary's College (IN)
Saint Mary's College of California (CA)
Saint Meinrad College (IN)
Saint Vincent College (PA)
Salem College (NC)
Santa Clara University (CA)
Schreiner College (TX)
Scripps College (CA)
Seattle Pacific University (WA)
Seattle University (WA)
Seton Hill College (PA)
Shorter College (GA)
Siena Heights College (MI)
Simpson College (IA)
Simpson College (CA)
Sioux Falls College (SD)
Skidmore College (NY)
Southwestern Assemblies of God College (TX)
Spalding University (KY)
Spring Hill College (AL)
St. Ambrose University (IA)
St. Bonaventure University (NY)
St. Edward's University (TX)
St. Francis College (NY)
St. John Fisher College (NY)
St. John's University (MN)
St. Norbert College (WI)
St. Thomas University (FL)
Stanford University (CA)
Stillman College (AL)
Susquehanna University (PA)
Syracuse University (NY)
Tabor College (KS)
Teikyo Westmar University (IA)
Texas Christian University (TX)
Thomas More College (KY)
Tiffin University (OH)
Transylvania University (KY)
Tri-State University (IN)
Tusculum College (TN)

Tuskegee University (AL)
Union Institute (The) (OH)
Union University (TN)
University of Bridgeport (CT)
University of Central Texas (TX)
University of Charleston (The) (WV)
University of Dallas (TX)
University of Dayton (OH)
University of Denver (CO)
University of Dubuque (IA)
University of Evansville (IN)
University of La Verne (CA)
University of Miami (FL)
University of New Haven (CT)
University of Portland (OR)
University of Richmond (VA)
University of San Diego (CA)
University of San Francisco (CA)
University of St. Thomas (TX)
University of St. Thomas (MN)
University of the Ozarks (AR)
University of The South (The) (TN)
University of Tulsa (OK)
Upper Iowa University (IA)
Villanova University (PA)
Viterbo College (WI)
Walsh College (OH)
Warner Southern College (FL)
Wartburg College (IA)
Washington and Jefferson College (PA)
Washington and Lee University (VA)
Washington College (MD)
Webber College (FL)
Wesley College (DE)
Wesleyan College (GA)
Western Baptist College (OR)
Western Maryland College (MD)
Westminster College (PA)
Westminster College of Salt Lake City (UT)
Wheaton College (MA)
Wheeling Jesuit College, Inc. (WV)
Whittier College (CA)
Widener University (PA)
William Jewell College (MO)
Wilmington College (OH)
Wilmington College (DE)
Wingate College (NC)
Wisconsin Lutheran College (WI)
Woodbury University (CA)
York College of Pennsylvania (PA)

Total Institutions: 306